COMPENSATION STATISTICS, 1981-82

This monograph has been prepared by the Education Relations Commission as one of the services to parties involved in negotiations as outlined in the *School Boards and Teachers Collective Negotiations Act*.

The purpose of this publication is:

to provide information in a neutral capacity by assisting the parties during various stages of the negotiation process.

The contents of this monograph reflect a consolidation of information from three data sources:

- 1981-82 written collective agreements;
- 1982 June Board Report (Ministry of Education); and
- Teacher Placement: Grid Distribution of Ontario Teachers, Total Staff and Enrolment January 31, 1982 (Education Relations Commission).

"Compensation Statistics, 1981-82" is available to the parties and others expressing an interest on a request basis.

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Education Relations Commission

Ontario

PUBLICATIONS ISSUED BY THE EDUCATION RELATIONS COMMISSION
(Additional copies of some publications available upon request)

1981-82 Teacher/Board Collective Agreements: Individual Summaries
1982-83 Teacher/Board Collective Agreements: Individual Summaries
1982-83 Teacher/Board Collective Agreements: A Provincial Overview

Collective Bargaining Information: A Bibliography of Selected Data Sources

Monograph Series

(1980-81) No.16 Historical Analysis of Collective Agreements, 1975-76 to 1979-80
No.17 Leave Provisions, 1979-80
No.18 Compensation Statistics, 1979-80
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No.21 Staff Allocation Provisions, 1981-82
No.22 Pupil Teacher Ratio Provisions, 1981-82

Teacher Placement: Grid Distributions of Ontario Teachers Total Staff and Enrolment (January 31, 1982)

Grievance Arbitration: Summaries of arbitration decisions arising out of differences between the parties under the School Boards and Teachers Collective Negotiations Act.

INTRODUCTION

"Compensation Statistics 1981-82" contains information in terms of individual negotiating situations for the agreement year (September - August).

This monograph reflects a consolidation of data from three sources:

(i) 1981-82 written collective agreements filed with the Commission as of the date of publication;

(ii) 1982 June Board Report of the Ministry of Education; and

(iii) the results of the Commission survey entitled Data Form A designed to gather: (a) the distribution of teaching staff in terms of their qualifications and experience for those paid in accordance with the teachers' salary grid (as published in Teacher Placement: Grid Distributions of Ontario Teachers, Total Staff and Enrolment - January 31, 1982) and (b) participation of teaching staff in various insured benefits.

INFORMATION SOURCES AND NOTES

Teachers' Salary Grid

The teachers' salary grids employed in the statistics which follow were obtained from the written collective agreements in force during the 1981-82 year (September - August).

Of a total of 200 agreements, 199 or 99.5% were on file with the Education Relations Commission and available for analysis as of September, 1982.

Table 1 indicates a breakdown by agreement type of the agreements available for analysis.

TABLE 1

1981-82 Agreements Available for Analysis

	Elementary	Secondary	R.C.S.S.
Total number of possible agreements	76	76	48
Number of agreements available for analysis	76	75	48

1. Average salaries reflected in the statistics have been computed by weighting each negotiated salary grid for 1981-82 by the distribution of on-grid staff, the latter data as of Janauary 31, 1982.
2. Split salary grids have been annualized prior to final calculations.
3. Grid distributions employed are expressed in full-time equivalents, correct to one decimal place. Teachers with experience greater than that required to reach Category/Group maximum have been placed at maximum for average salary calculation purposes.
4. On-grid staff include all school board personnel (including principals and vice-principals) employed under a teaching contract and paid their basic salary in accordance with the salary grid established for teachers. Teachers of the trainable mentally retarded are exluded.

Allowances

1. Statistics pertaining to the number of recipients of various allowances and the average dollar amount received per recipient have been obtained from data contained in the Ministry of Education's 1982 June Board Report.
2. The number of recipients is as of April 30 and expressed in full-time equivalents (FTE).
3. School board expenditures in the form of reimbursement for expenses (e.g., travel allowances) were not to have been included in the June Board Report.
4. Cost-of-living allowance should reflect the amount accrued, if not paid, during the 1981-82 agreement year and in some instances, may be an estimate.
5. Allowances, if any, for merit pay and isolation are contained under the column headed "Other".

Off-Grid Salaries

1. Statistics pertaining to the number of off-grid staff and the average salary received have been obtained from the Ministry of Education's 1982 June Board Report.

2. Off-grid staff are defined as school board personnel employed under a teaching contract who are not paid their basic salary in accordance with the teachers' salary grid. Off-grid staff may include: principals, vice-principals, coordinators/consultants, teachers with pre-category qualifications, and others. Teachers (including principals) of the Trainable Mentally Retarded (TMR) are included in the off-grid staff classification.

3. The number of off-grid staff is as of April 30 and expressed in full-time equivalents (FTE).

4. Any allowances paid to off-grid staff were to have been included for average salary purposes in the June Board Report.

Employee Benefits

1. Statistics pertaining to employee benefit expenditures have been obtained from the Ministry of Education's 1982 June Board Report. Those statistics pertaining to participation in employee benefits have been obtained from the Data Form A survey.

2. The school board's expenditure for each benefit is presented as an average per employee (total of the full-time equivalent number of teachers paid in accordance with the teachers' salary grid and off-grid staff) and also as an average per benefit participant.

3. Expenditures for non-specified benefits as well as for Supplemental Unemployment Insurance are indicated under the classification entitled "Other".

4. School board contributions to the Teachers' Superannuation Fund were not to have been included in the June Board Report.

Organization of Compensation Statistics

The compensation statistics which follow are photocopies of computer print-outs. Information related to Boards of Education in both the elementary and secondary panels and R.C.S.S. Boards are presented in separate sections.

Within each section, the compensation information is presented for each available negotiating situation (listed alphabetically). For each situation, the compensation data are contained on five pages according to the following format:

Page 1 (Compensation Overview)

1. Number of On-Grid Staff
2. Average On-Grid Salary
3. Average Years of Experience (Avg. Yrs. Exp.) of On-Grid Staff

   This measure reflects the weighted average years of experience of on-grid staff as of January 31, 1982. It is obtained by multiplying the distribution of on-grid staff at Year 0 times 0, Year 1 times 1, ... Year 14 times 14, summing the results, and dividing this total by the total number of on-grid staff. Teachers with greater than 14 years experience were placed at Year 14. The values for this measure may range from 0.00 to 14.00. Note: In some instances, the distribution of on-grid staff supplied to the Commission was extended only as far as the grid salary maximums and not to Year 14.

4. Average Category Placement (Avg. Cat. Plct.) of On-Grid Staff

   This measure reflects the weighted average category placement of on-grid staff as of January 31, 1982. It is obtained by multiplying all on-grid staff in Category D times 1, Category C times 2, ... Category A4/ Group 4 times 7, summing the results, and dividing this total by the total number of on-grid staff. For Elementary and R.C.S.S. the value for this measure may range from 1.00 to 7.00; for Secondary from 4.00 to 7.00.

5. Number of Allowance Payments
6. Average Allowance Received
7. Number of Off-Grid Staff
8. Average Off-Grid Salary

9. Average Expenditure (per employee) - Insured Benefits
10. Average Expenditure (per employee) - Other Benefits
11. Average Overall Compensation (per employee)

Page 2 (Allowance Detail: On-Grid Staff)

1. Number of On-Grid Principals
2. Average Allowance Received (Principals)
3. Number of On-Grid Vice-Principals
4. Average Allowance Received (Vice-Principals)
5. Number of Responsibility Allowance Recipients
6. Average Allowance Received (Responsibility)
7. Number of Related and Part-Year Experience Allowance Recipients
8. Average Allowance Received (Related and Part-Year Experience)
9. Number of Degree Allowance Recipients
10. Average Allowance Received (Degree)
11. Number of Special Education Allowance Recipients
12. Average Allowance Received (Special Education)
13. Number of Cost-of-Living Allowance Receipients
14. Average Allowance Received (Cost-of-Living)
15. Number of Other Allowance Recipients
16. Average Allowance Received (Other)

Page 3 (Salary Detail: Off-Grid Staff)

1. Number of Off-Grid Principals
2. Average Salary (Principals)*
3. Number of Off-Grid Vice-Principals
4. Average Salary (Vice-Principals)*
5. Number of Teachers (including Principals) of the Trainable Mentally Retarded (TMR).
6. Average Salary (Teachers of the TMR)
7. Number of Off-Grid Consultants/Coordinators
8. Average Salary (Consultants/Coordinators)*

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* Amount should include any additional allowances paid to these personnel.

9. Number of Teachers with Pre-Category Qualifications
10. Average Salary (Pre-Category Teachers)
11. Number of Other Off-Grid Staff
12. Average Salary (Other)

Page 4 (Employee Benefit Detail)

School board expenditure per teaching employee:

1. Ontario Health Insurance Plan (OHIP)
2. Extended Health Plan
3. Semi-Private Plan
4. Drug Plan
5. Dental Plan
6. Long-Term Disability Plan
7. Group Insurance Plan
8. Unemployment Insurance
9. Workmen's Compensation
10. Canada Pension Plan
11. Other Benefits
12. Retirement Gratuity in previous year
13. Severance Payment in previous year

Page 5 (Employee Insured Benefit Participation Detail)

1. Number of teaching staff in full-time equivalents (FTE)
total of the full-time equivalent number of teachers paid in accordance with the teachers' salary grid and off-grid staff).

Percent*of total teaching staff participating in and school board dollar expenditure per participant for:

2. Ontario Health Insurance Plan (OHIP)
3. Extended Health Plan
4. Drug Plan
5. Dental Plan
6. Long-Term Disability Plan
7. Group Insurance Plan

Percent of insured benefit participants having single coverage for:

* Can be in excess of 100% due to part-time teaching staff participating fully in a benefit plan.

8. Ontario Health Insurance Plan (OHIP)
9. Extended Health Plan
10. Drug Plan
11. Dental Plan

METHOD OF CALCULATING AVERAGE OVERALL COMPENSATION PER EMPLOYEE

The following formula has been applied in obtaining the average overall compensation per employee:

> [(No. of On-Grid Staff x Average on Grid Salary)+ (No. of Allowance Payments x Average Allowance Received)+ (No. of Off-Grid Staff x Average Off-Grid Salary) + Total School Board Expenditure Insured Benefits + Total School Board Expenditure Other Benefits < excluding Severance Payment and Retirement Gratuity]/(No. of Off-Grid Staff + No. of On-Grid Staff).

SOME OTHER CONSIDERATIONS

Readers may also want to be cognizant of the following when considering the compensation statistics:

1. Certain of the compensation items while in existence in a particular situation may not be referenced within the written collective agreement.

2. In addition to the qualifications and experience mix, which may influence the average weighted on-grid salary, other factors such as the basis of staff evaluation for Category/Group placement, the manner in which related experience allowance is treated, and payment on a grid + allowance or separate grid basis may have a bearing on this particular statistic and thus in its comparison from one situation to another.

3. The amount of school board expenditure per employee for insured benefits does not necessarily reflect the level of benefit or quality of a plan.

4. The figures which reflect the percent of single coverage are based upon the number of teaching staff participating in a particular benefit plan and not the total teaching staff.

5. The school board expenditure amount for various benefits may vary from one situation to another even for identical benefits due to staff differences in martial status, age distribution and sex distribution.

6. Depending upon date of settlement, expenditures for benefits may not reflect the full-year equivalent cost to the school board.

7. In some instances, the per employee expenditure indicated under one heading may reflect costs associated with several benefits. For example, expenditures associated with the availability of drug and/or semi-private benefits, may have been consolidated and reported under the heading EXTENDED HEALTH.

8. In addition to merit and isolation, the "Other" allowances category may include the following: principal's relief, oral French, acting principal, principal's assistant, religious education, housing, administrative assistant, central office secondment, itinerant teaching and resource teachers

COMPENSATION STATISTICS - ELEMENTARY

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OVERVIEW <PAGE 1 OF 5>
1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	NO. OF ON-GRID STAFF	AVERAGE ON-GRID SALARY	AVG. YRS. EXP.	AVG. CAT. PLCT	NO. OF ALLOWANCE PAYMENTS	AVERAGE ALLOWANCE RECEIVED	NO. OF OFF-GRID STAFF	AVERAGE OFF-GRID SALARY	AVERAGE EXPENDITURE INSURED BENEFITS	AVERAGE* EXPENDITURE OTHER BENEFITS	AVERAGE* OVERALL STAFF COMPENSATION
ELEMENTARY												
	ATIKOKAN E	27.5	28908	13.15	4.76	41.0	518	4.0	40269	932	673	32630
	BRANT E	489.9	26578	9.82	4.99	623.0	251	55.0	35475	554	698	29015
	BRUCE E	340.0	25691	10.31	4.33	116.0	2593	6.6	25705	676	715	27950
	CARLETON E	1110.5	29469	10.43	4.93	167.5	1554	80.8	41845	702	678	31907
	CENTRAL ALGOMA	85.9	29132	11.45	4.88	40.0	1713	2.0	25632	1372	723	31928
	CHAPLEAU E	15.5	26194	9.58	4.61	3.0	1059	2.0	34251	786	707	28789
	C.IROQ.FALLS E	80.3	26882	9.95	4.92	10.0	4445	3.0	24483	696	708	28733
	DRYDEN E	152.4	28648	9.79	4.79	38.0	2464	5.5	26846	913	651	30742
	DUFFERIN E	223.1	24632	8.62	4.60	35.0	1387	16.0	39613	312	482	26886
	DURHAM E	1338.3	26358	9.56	4.30	256.0	1003	101.5	37291	705	693	28704
	E.PARRY SOUND	142.7	26333	11.12	4.62	24.0	4288	0.0	0	1364	763	29181
	EAST YORK E	381.6	29453	9.85	5.20	611.0	366	39.0	43167	560	716	32532
	ELGIN COUNTY E	398.3	25412	9.83	4.48	35.0	2352	34.0	37352	566	706	27813
	ESPANOLA E	63.5	25253	9.92	4.21	100.0	389	6.0	34734	730	657	28017
	ESSEX COUNTY E	447.7	27636	9.58	5.23	528.0	1294	42.0	35014	890	681	31235
	ETOBICOKE E	1009.0	30647	12.01	4.97	1435.5	479	111.0	43490	574	656	33764
	FT FR-RAINY R	120.1	27801	10.14	4.69	30.5	3023	1.0	21530	649	766	29926
	FRONTENAC CTY	498.9	27762	10.22	4.73	106.1	1313	81.5	32759	446	749	29899
	GERALDTON E	35.0	26908	8.82	4.88	5.0	2668	2.0	28345	854	822	29022
	GREY CTY E	463.2	26585	10.43	4.55	65.0	4606	8.0	22749	548	686	28389
	HALDIMAND E	210.7	26423	9.34	4.69	50.0	3232	6.7	25289	567	636	28334
	HALIBURTON CTY	77.8	27591	11.43	4.47	18.0	2456	1.0	29000	397	758	29325
	HALTON E	1202.8	28216	9.67	4.89	41.0	1769	127.5	39997	479	738	30617
	HAMILTON E	1230.2	28535	10.46	4.85	294.9	876	146.8	37772	568	664	30939
	HASTINGS CTY E	519.4	26622	11.66	4.20	92.0	1658	67.7	34760	522	628	28970
	HEARST E	21.0	24182	8.05	4.38	2.0	7146	1.0	16260	916	674	26062
	HORNEPAYNE E	13.0	24125	6.15	3.62	1.0	1830	1.0	41500	768	716	26981
	HURON CTY E	353.8	28259	11.04	4.69	92.0	2770	10.0	25211	634	706	30216
	KAPUSKASING E	36.5	28312	8.91	5.44	11.8	1922	1.0	38130	1024	726	30929
	KENORA E	109.5	28519	10.77	4.66	22.0	3306	3.0	29391	751	695	30634
	KENT CTY E	497.2	27457	9.57	4.92	123.0	1099	45.7	38181	889	731	30228
	KIRKLAND LAKE	62.9	29769	11.92	4.97	35.3	2683	8.0	30715	891	630	32732
	LAKEHEAD E	566.6	29643	10.29	5.08	264.0	902	57.8	38645	696	654	32208
	LAKE SUPERIOR	57.3	28443	9.47	4.86	8.0	4188	1.0	21381	377	798	30071
	LAMBTON CTY E	597.9	26240	10.39	4.46	166.0	840	54.9	37524	682	678	28763
	LANARK CTY E	241.3	26270	10.61	4.34	25.0	2441	28.3	34512	569	666	28597
	LEEDS.GREN E	435.5	26226	10.64	4.29	548.0	364	45.5	37579	502	734	28951
	LENNOX.ADD. E	240.4	25820	10.68	4.39	34.0	4318	8.0	31304	443	706	27737
	LINCOLN CTY E	842.7	30534	11.48	5.02	210.0	3700	22.0	30453	886	693	33010
	LONDON E	1072.3	27248	10.86	4.92	1308.6	589	153.0	35521	516	637	30363
	MANITOULIN E	52.0	24431	11.72	3.71	62.0	906	2.5	18917	774	649	26631
	MICHIPICOTEN E	20.3	28967	12.76	4.37	1.0	2100	1.0	44127	880	692	31349

* SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE FOR PREVIOUS YEARS RETIREMENT GRATUITY AND SEVERENCE IS NOT INCLUDED.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OVERVIEW <PAGE 1 OF 5>
1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	NO. OF ON-GRID STAFF	AVERAGE ON-GRID SALARY	AVG. YRS. EXP.	AVG. CAT. PLCT	NO. OF ALLOWANCE PAYMENTS	AVERAGE ALLOWANCE RECEIVED	NO. OF OFF-GRID STAFF	AVERAGE OFF-GRID SALARY	AVERAGE EXPENDITURE INSURED BENEFITS	AVERAGE* EXPENDITURE OTHER BENEFITS	AVERAGE* OVERALL STAFF COMPENSATION
	MIDDLESEX CTY	384.6	26861	9.93	4.82	105.0	3037	7.5	27094	689	644	29012
	MUSKOKA E	234.5	26747	11.21	4.79	62.0	3204	5.0	29964	513	812	28967
	NIAGARA SO.E	853.7	29313	11.88	4.79	103.5	6809	21.2	24888	975	694	31681
	NIP-RED ROCK E	34.0	26875	9.85	4.62	51.7	535	1.1	30327	850	778	29399
	NIPISSING E	259.1	27577	11.48	4.78	79.5	2318	9.2	24391	1075	837	30066
	NORFOLK CTY E	260.9	26248	10.47	4.24	62.1	1224	32.4	36909	798	786	29268
	NORTH SHORE E	119.0	27007	8.71	4.70	15.0	4195	3.0	26625	943	676	29132
	NORTHUMBERLAND	536.9	26534	10.81	4.34	23.0	3200	59.3	37519	450	747	28948
	NORTH YORK E	1963.8	30089	11.46	4.92	2565.5	404	173.8	44594	566	688	33007
	OTTAWA E	1019.3	28850	10.92	4.75	237.6	857	111.0	38107	632	693	31264
	OXFORD CTY E	434.6	25801	10.23	4.54	512.5	275	45.0	35278	674	665	28323
	PEEL E	2310.5	27972	9.46	4.95	173.9	1449	233.0	40629	988	652	30870
	PERTH CTY E	336.3	25295	9.74	4.69	473.0	566	30.5	37847	379	718	28166
	PETERBOROUGH E	514.8	27513	11.18	4.55	80.0	4036	0.0	0	640	764	29544
	PRES.RUSSELL E	75.1	24910	7.56	4.57	4.0	925	19.0	32830	795	635	27978
	PRINCE EDWARD	109.5	25888	12.14	3.94	13.1	1378	11.2	36800	501	682	28233
	RED LAKE E	61.4	27119	8.70	4.36	14.0	2354	1.0	22400	518	742	28832
	RENFREW E	375.7	28063	10.65	4.91	79.0	2537	12.4	25125	492	655	29631
	S.S.MARIE E	421.6	28830	11.32	5.40	635.1	1026	9.0	27540	1131	694	32141
	SCARBOROUGH E	2364.5	29066	10.33	4.88	3069.0	320	206.0	43692	465	702	31787
	SIMCOE CTY E	1183.7	28138	10.25	4.74	124.0	2323	105.0	39395	517	641	30437
	S.D.GLENGARRY	348.3	26770	11.07	4.40	122.4	2579	29.5	26057	510	888	28947
	SUDBURY E	543.0	28511	11.55	4.62	187.0	906	66.0	36807	795	729	31211
	TIMISKAMING E	146.7	27098	10.30	4.54	160.5	940	4.0	25779	851	771	29685
	TIMMINS E	166.5	27794	10.34	4.54	45.0	2539	15.6	27689	1229	538	30179
	TORONTO E	2389.5	30365	11.87	4.97	3691.5	372	198.0	43210	494	654	33027
	VICTORIA C E	270.5	25275	9.86	3.95	86.0	980	24.0	38779	445	705	27812
	WATERLOO CTY E	1494.1	28753	9.32	5.26	1677.2	787	153.0	40044	599	770	31972
	WELLINGTON CTY	685.3	27193	9.95	4.70	243.1	2539	11.9	26407	687	653	29405
	WENTWORTH CTY	530.4	27993	10.41	4.67	138.0	2926	13.0	33815	751	675	30303
	W.PARRY SOUND	104.4	26538	9.66	4.60	15.0	1000	12.0	38226	619	696	29187
	WINDSOR E	657.1	28109	10.99	5.51	855.0	3422	95.0	39338	1091	654	35162
	YORK BOROUGH E	492.5	30394	10.24	5.41	739.0	358	50.0	43411	616	686	33384
	YORK CTY E	1232.6	27022	9.48	4.66	472.0	1193	95.7	39912	555	729	29659
	SUMMARY	38798.9	28165	10.5	4.8	24593.4	882	3257.6	38603	659	691	30841

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* SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE FOR PREVIOUS YEARS RETIREMENT GRATUITY AND SEVERENCE IS NOT INCLUDED.

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COMPENSATION STATISTICS: ALLOWANCE DETAIL <PAGE 2 OF 5>
1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPES OF ALLOWANCES: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	RESPONSIBILITY NO.	RESPONSIBILITY AVG.$	RELATED AND PART-YEAR NO.	RELATED AND PART-YEAR AVG$	DEGREE NO.	DEGREE AVG.$	SPECIAL EDUCATION NO.	SPECIAL EDUCATION AVG.$	COST OF LIVING NO.	COST OF LIVING AVG.$	OTHER NO.	OTHER AVG.$
ELEMENTARY	ATIKOKAN E	0.0	0	0.0	0	0.0	0	2.0	524	8.0	600	0.0	0	30.0	500	1.0	400
	BRANT E	0.0	0	8.0	2695	4.0	3293	30.0	580	41.0	700	0.0	0	540.0	140	0.0	0
	BRUCE E	25.0	7530	18.0	2594	6.9	5151	0.0	0	5.0	411	48.8	478	0.0	0	12.3	400
	CARLETON E	0.0	0	58.0	3422	0.0	0	20.0	450	20.0	630	64.0	598	0.0	0	5.5	350
	CENTRAL ALGOMA	7.0	6154	0.0	1935	1.0	3152	15.0	503	0.0	0	11.0	284	0.0	0	0.0	0
	CHAPLEAU E	0.0	0	0.0	0	1.0	1600	2.0	789	0.0	0	0.0	0	0.0	0	0.0	0
	C.IROQ.FALLS E	6.0	6687	1.0	4130	3.0	467	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	DRYDEN E	13.0	5894	1.0	3786	17.0	1221	6.0	405	1.0	500	0.0	0	0.0	0	0.0	0
	DUFFERIN E	0.0	0	7.0	3275	5.0	2182	16.0	683	0.0	0	7.0	543	0.0	0	0.0	0
	DURHAM E	0.0	0	51.0	3090	0.0	0	0.0	0	27.0	733	178.0	446	0.0	0	0.0	0
	E.PARRY SOUND	12.0	7077	2.0	2598	3.0	3991	0.0	0	7.0	175	0.0	0	0.0	0	0.0	0
	EAST YORK E	0.0	0	0.0	0	98.0	1032	0.0	0	39.0	742	15.0	902	449.0	150	10.0	1252
	ELGIN COUNTY E	0.0	0	17.0	3100	0.0	0	0.0	0	11.0	482	0.0	0	0.0	0	7.0	3475
	ESPANOLA E	0.0	0	5.0	1433	1.0	168	13.0	629	1.0	600	1.0	480	72.0	219	7.0	946
	ESSEX COUNTY E	1.0	800	10.0	2535	6.0	1592	22.0	952	0.0	0	4.0	2500	483.0	1273	2.0	800
	ETOBICOKE E	0.0	0	0.0	0	117.0	2171	180.5	823	62.0	734	44.0	902	1000.0	168	23.0	1097
	FT FR-RAINY R	13.0	5365	1.0	3264	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	16.5	1168
	FRONTENAC CTY	3.0	2600	31.0	2600	27.0	962	25.3	588	19.8	509	0.0	0	0.0	0	0.0	0
	GERALDTON E	1.8	6065	.2	6000	0.0	0	0.0	0	1.0	625	0.0	0	0.0	0	2.0	300
	GREY CTY E	25.0	7862	14.0	3931	7.0	4500	0.0	0	6.0	737	0.0	0	0.0	0	13.0	912
	HALDIMAND E	17.0	6899	3.0	3066	5.0	3962	0.0	0	0.0	0	11.0	630	0.0	0	14.0	600
	HALIBURTON CTY	7.0	5165	2.0	2800	5.0	221	3.0	283	0.0	0	0.0	0	0.0	0	1.0	500
	HALTON E	0.0	0	0.0	0	18.0	2910	0.0	0	20.0	800	0.0	0	0.0	0	3.0	1387
	HAMILTON E	0.0	0	0.0	0	184.0	1283	.5	200	34.1	565	136.3	586	0.0	0	0.0	0
	HASTINGS CTY E	1.0	2700	25.0	3224	0.0	0	57.0	1019	7.0	600	0.0	0	0.0	0	2.0	3500
	HEAPST E	1.0	11091	1.0	3200	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HORNEPAYNE E	0.0	0	1.0	1830	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HURON CTY E	23.0	8000	11.0	3791	3.0	4233	1.0	800	3.0	500	51.0	277	0.0	0	0.0	0
	KAPUSKASING E	3.0	5213	1.0	2600	1.0	300	6.8	609	0.0	0	0.0	0	0.0	0	0.0	0
	KENORA E	10.0	4058	2.0	2955	10.0	2624	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KENT CTY E	0.0	0	19.0	2800	17.0	1547	56.0	662	31.0	600	0.0	0	0.0	0	0.0	0
	KIRKLAND LAKE	6.0	8867	2.0	5800	4.0	3525	4.4	519	0.0	0	2.0	700	0.0	0	16.9	717
	LAKEHEAD E	0.0	0	31.0	2185	17.0	441	84.0	1037	59.0	520	18.0	550	0.0	0	55.0	641
	LAKE SUPERIOR	4.0	6667	2.0	2943	2.0	475	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	LAMBTON CTY E	0.0	0	13.0	2400	5.0	2484	114.0	677	34.0	550	0.0	0	0.0	0	0.0	0
	LANARK CTY E	2.0	11365	3.0	3210	10.0	2017	0.0	0	10.0	850	0.0	0	0.0	0	0.0	0
	LEEDS,GREN E	0.0	0	9.0	2900	26.0	650	0.0	0	40.0	600	0.0	0	465.0	250	8.0	2000
	LENNOX,ADD. E	17.0	6756	4.0	3321	10.0	1743	1.0	600	2.0	330	0.0	0	0.0	0	0.0	0
	LINCOLN CTY E	59.0	7899	27.0	3765	30.0	3346	50.0	449	29.0	641	15.0	4528	0.0	0	0.0	0
	LONDON E	0.0	0	0.0	0	26.0	3154	0.0	0	27.6	725	0.0	0	1255.0	533	0.0	0
	MANITOULIN E	5.0	5006	3.0	1352	0.0	0	0.0	0	0.0	0	0.0	0	54.0	502	0.0	0
	MICHIPICOTEN E	0.0	0	1.0	2100	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	MIDDLESEX CTY	29.0	7597	16.0	2456	12.0	3142	0.0	0	13.0	508	35.0	429	0.0	0	0.0	0
	MUSKOKA E	18.0	7128	13.0	3506	8.0	1479	18.0	486	5.0	940	0.0	0	0.0	0	0.0	0

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: ALLOWANCE DETAIL <PAGE 2 OF 5>
1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPES OF ALLOWANCES															
		PRINCIPALS		VICE PRINCIPALS		RESPONSIBILITY		RELATED AND PART-YEAR		DEGREE		SPECIAL EDUCATION		COST OF LIVING		OTHER	
		NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$
	NIAGARA SD.E	82.0	7342	12.0	3500	9.5	6381	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	NIP-RED ROCK E	2.2	5841	0.0	0	4.0	535	0.0	0	0.0	0	0.0	0	35.0	300	10.5	206
	NIPISSING E	20.0	6283	8.0	2819	6.5	2669	0.0	0	2.0	100	12.0	483	0.0	0	31.0	411
	NORFOLK CTY E	1.0	5000	18.5	2757	0.0	0	3.0	1533	9.2	500	30.4	355	0.0	0	0.0	0
	NORTH SHORE E	8.0	6125	4.0	2900	2.0	840	0.0	0	1.0	650	0.0	0	0.0	0	0.0	0
	NORTHUMBERLAND	0.0	0	17.0	3200	6.0	3200	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	NORTH YORK E	0.0	0	0.0	0	338.0	1825	0.0	0	60.0	734	31.0	902	2105.0	150	31.5	1036
	OTTAWA E	0.0	0	0.0	0	29.0	3151	0.0	0	20.0	500	184.6	548	0.0	0	4.0	250
	OXFORD CTY E	3.0	5049	12.0	2891	10.5	3060	0.0	0	13.5	696	0.0	0	473.5	105	0.0	0
	PEEL E	0.0	0	0.0	0	77.0	2782	0.0	0	58.1	337	34.0	480	0.0	0	4.8	400
	PERTH CTY E	0.0	0	8.0	2963	5.0	3319	28.5	1068	4.0	600	36.5	699	366.0	433	25.0	436
	PETERBOROUGH E	37.0	6267	19.0	2716	20.0	1914	0.0	0	4.0	275	0.0	0	0.0	0	0.0	0
	PRES.RUSSELL E	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	3.0	500	0.0	0	1.0	2200
	PRINCE EDWARD	0.0	0	3.7	2873	0.0	0	0.0	0	2.4	600	1.0	800	0.0	0	6.0	863
	RED LAKE E	3.0	7335	0.0	0	11.0	995	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	RENFREW E	26.0	5430	6.0	2832	32.0	875	7.0	713	4.0	600	1.0	4334	0.0	0	3.0	941
	S.S.MARIE E	35.0	5700	23.0	1700	18.0	1928	97.0	526	11.0	710	0.0	0	418.1	725	33.0	493
	SCARBOROUGH E	0.0	0	0.0	0	320.0	1285	0.0	0	198.0	732	43.0	902	2469.0	139	39.0	1118
	SIMCOE CTY E	4.0	5219	52.0	3285	38.0	1679	0.0	0	24.0	715	0.0	0	2.0	4065	4.0	1651
	S.D.GLENGARRY	34.0	7043	9.0	3899	2.1	4206	47.0	620	2.0	330	32.3	560	0.0	0	0.0	0
	SUDBURY E	0.0	0	15.0	2893	29.0	2307	0.0	0	50.5	263	92.5	496	0.0	0	0.0	0
	TIMISKAMING E	15.0	6094	3.0	5055	1.5	5243	11.0	1148	0.0	0	0.0	0	130.0	183	0.0	0
	TIMMINS E	10.0	7225	2.0	3400	4.0	3480	25.0	266	1.0	750	3.0	4733	0.0	0	0.0	0
	TORONTO E	0.0	0	0.0	0	365.0	997	316.0	602	258.0	731	52.0	902	2587.5	150	113.0	1714
	VICTORIA C E	0.0	0	15.0	2936	9.0	665	41.0	570	7.0	437	14.0	560	0.0	0	0.0	0
	WATERLOO CTY E	0.0	0	0.0	0	50.0	3220	13.0	414	120.9	523	0.0	0	1492.3	730	1.0	659
	WELLINGTON CTY	46.0	8194	19.0	3159	13.0	3206	78.6	1250	12.0	980	44.5	522	0.0	0	30.0	177
	WENTWORTH CTY	28.0	9200	3.0	3600	44.0	1606	0.0	0	10.0	720	50.0	1124	0.0	0	3.0	433
	W.PARRY SOUND	0.0	0	1.0	3700	10.0	715	0.0	0	3.0	800	0.0	0	0.0	0	1.0	1750
	WINDSOR E	0.0	0	0.0	0	0.0	0	4.0	290	89.0	723	9.0	444	749.0	3809	4.0	825
	YORK BOROUGH E	0.0	0	0.0	0	88.0	1321	0.0	0	61.0	764	13.0	902	568.0	140	9.0	1159
	YORK CTY E	0.0	0	19.0	3395	135.0	1788	234.0	675	25.0	617	42.0	799	0.0	0	17.0	2950
	SUMMARY	663.0	6990	684.4	3004	2307.0	1692	1641.6	710	1614.1	644	1369.9	658	15743.4	469	570.0	1047

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OFF-GRID SALARY DETAIL <PAGE 3 OF 5>
1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPE OF OFF-GRID SALARY: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	TEACHERS OF THR NO.	TEACHERS OF THR AVG.$	COORDINATORS CONSULTANTS NO.	COORDINATORS CONSULTANTS AVG.$	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS NO.	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS AVG.$	OTHER OFF-GRID TEACHERS NO.	OTHER OFF-GRID TEACHERS AVG.$
ELEMENTARY	ATIKOKAN E	4.0	40269	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	BRANT E	39.0	39915	0.0	0	16.0	24654	0.0	0	0.0	0	0.0	0
	BRUCE E	0.0	0	0.0	0	6.6	25705	0.0	0	0.0	0	1.0	44910
	CARLETON E	58.8	44860	0.0	0	19.0	32603	2.0	39510	0.0	0	0.0	0
	CENTRAL ALGOMA	0.0	0	0.0	0	2.0	25632	0.0	0	0.0	0	0.0	0
	CHAPLEAU E	1.0	40000	0.0	0	1.0	28502	0.0	0	0.0	0	0.0	0
	C.IROO.FALLS E	0.0	0	0.0	0	3.0	24483	0.0	0	0.0	0	0.0	0
	DRYDEN E	.5	48676	0.0	0	5.0	24663	0.0	0	0.0	0	0.0	0
	DUFFERIN E	10.0	43560	0.0	0	4.0	27505	2.0	44100	0.0	0	0.0	0
	DURHAM E	72.0	42290	0.0	0	29.5	25092	0.0	0	0.0	0	0.0	0
	E.PARRY SOUND	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	EAST YORK E	21.0	45220	12.0	39178	0.0	0	6.0	43964	0.0	0	0.0	0
	ELGIN COUNTY E	24.0	42129	0.0	0	10.0	25890	0.0	0	0.0	0	0.0	0
	ESPANOLA E	4.5	37444	0.0	0	1.5	26607	0.0	0	0.0	0	0.0	0
	ESSEX COUNTY E	27.0	40286	0.0	0	15.0	25525	0.0	0	0.0	0	0.0	0
	ETOBICOKE E	59.0	46376	50.0	40059	0.0	0	2.0	44154	0.0	0	0.0	0
	FT FR-RAINY R	0.0	0	0.0	0	1.0	21530	0.0	0	0.0	0	0.0	0
	FRONTENAC CTY	38.0	41687	1.0	35007	42.5	24724	0.0	0	0.0	0	0.0	0
	GERALDTON E	0.0	0	0.0	0	2.0	28345	0.0	0	0.0	0	0.0	0
	GREY CTY E	0.0	0	0.0	0	8.0	22749	0.0	0	0.0	0	0.0	0
	HALDIMAND E	0.0	0	0.0	0	6.7	25289	0.0	0	0.0	0	0.0	0
	HALIBURTON CTY	0.0	0	0.0	0	1.0	29000	0.0	0	0.0	0	0.0	0
	HALTON E	68.0	43992	35.0	38302	16.5	25983	8.0	42368	0.0	0	0.0	0
	HAMILTON E	70.0	43642	13.0	38550	51.0	27293	12.8	46635	0.0	0	2.0	40600
	HASTINGS CTY E	39.0	41408	0.0	0	25.7	24021	1.0	39833	0.0	0	0.0	0
	HEARST E	0.0	0	0.0	0	1.0	16260	0.0	0	0.0	0	0.0	0
	HORNEPAYNE E	1.0	41500	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HURON CTY E	0.0	0	0.0	0	10.0	25211	0.0	0	0.0	0	0.0	0
	KAPUSKASING E	0.0	0	0.0	0	1.0	38130	0.0	0	0.0	0	0.0	0
	KENORA E	0.0	0	0.0	0	3.0	29391	0.0	0	0.0	0	0.0	0
	KENT CTY E	27.4	44170	0.0	0	17.8	28683	.5	48184	0.0	0	0.0	0
	KIRKLAND LAKE	0.0	0	0.0	0	8.0	30715	0.0	0	0.0	0	2.0	32550
	LAKEHEAD E	44.8	41405	0.0	0	11.0	28268	0.0	0	0.0	0	0.0	0
	LAKE SUPERIOR	0.0	0	0.0	0	1.0	21381	0.0	0	0.0	0	3.0	40667
	LAMBTON CTY E	42.0	40143	0.0	0	9.9	25461	0.0	0	0.0	0	0.0	0
	LANARK CTY E	13.0	43955	0.0	0	15.3	26490	0.0	0	0.0	0	0.0	0
	LEEDS.GREN E	34.0	40837	0.0	0	11.5	27947	0.0	0	0.0	0	0.0	0
	LENNOX.ADD. E	.5	49460	.5	43390	7.0	29144	0.0	0	0.0	0	0.0	0
	LINCOLN CTY E	0.0	0	0.0	0	22.0	30453	0.0	0	0.0	0	0.0	0
	LONDON E	54.0	41067	52.0	37379	38.0	23822	9.0	40911	0.0	0	0.0	0
	MANITOULIN E	0.0	0	0.0	0	2.0	18991	0.0	0	.5	18624	0.0	0
	MICHIPICOTEN E	1.0	44127	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	MIDDLESEX CTY	0.0	0	0.0	0	7.0	25566	0.0	0	0.0	0	.5	49500
						5.0	29964	0.0	0	0.0	0	0.0	0

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OFF-GRID SALARY DETAIL <PAGE 3 OF 5>
1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPE OF OFF-GRID SALARY: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	TEACHERS OF THR NO.	TEACHERS OF THR AVG.$	COORDINATORS CONSULTANTS NO.	COORDINATORS CONSULTANTS AVG.$	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS NO.	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS AVG.$	OTHER OFF-GRID TEACHERS NO.	OTHER OFF-GRID TEACHERS AVG.$
	NIAGARA SO.E	0.0	0	0.0	0	21.2	24688	0.0	0	0.0	0	0.0	0
	NIP-RED ROCK E	0.0	0	0.0	0	1.1	30327	0.0	0	0.0	0	0.0	0
	NIPISSING E	0.0	0	0.0	0	9.2	24391	0.0	0	0.0	0	0.0	0
	NORFOLK CTY E	25.0	40036	0.0	0	6.4	24058	1.0	41000	0.0	0	0.0	0
	NORTH SHORE E	0.0	0	0.0	0	3.0	26625	0.0	0	0.0	0	0.0	0
	NORTHUMBERLAND	44.2	40798	0.0	0	12.9	25363	1.2	43750	0.0	0	1.0	41939
	NORTH YORK E	122.0	46060	41.0	39868	0.0	0	10.0	46225	0.0	0	.8	41966
	OTTAWA E	54.0	44295	20.0	38010	36.0	28930	0.0	0	0.0	0	1.0	36346
	OXFORD CTY E	33.0	40082	0.0	0	12.0	22070	0.0	0	0.0	0	0.0	0
	PEEL E	120.0	46633	64.0	39591	45.0	25938	4.0	42393	0.0	0	0.0	0
	PERTH CTY E	24.0	40661	0.0	0	6.5	27459	0.0	0	0.0	0	0.0	0
	PETERBOROUGH E	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	PRES.RUSSELL E	5.0	41027	1.0	36396	13.0	29403	0.0	0	0.0	0	0.0	0
	PRINCE EDWARD	8.2	40327	0.0	0	3.0	27162	0.0	0	0.0	0	0.0	0
	RED LAKE E	0.0	0	0.0	0	1.0	22400	0.0	0	0.0	0	0.0	0
	RENFREW E	0.0	0	0.0	0	12.4	25125	0.0	0	0.0	0	0.0	0
	S.S.MARIE E	0.0	0	0.0	0	9.0	27540	0.0	0	0.0	0	0.0	0
	SCARBOROUGH E	143.0	45404	52.0	38166	0.0	0	3.0	47912	0.0	0	8.0	47582
	SIMCOE CTY E	73.4	45178	0.0	0	31.6	25963	0.0	0	0.0	0	0.0	0
	S.D.GLENGARRY	0.0	0	0.0	0	29.5	26057	0.0	0	0.0	0	0.0	0
	SUDBURY E	41.0	41838	0.0	0	25.0	28558	0.0	0	0.0	0	0.0	0
	TIMISKAMING E	0.0	0	0.0	0	4.0	25779	0.0	0	0.0	0	0.0	0
	TIMMINS E	0.0	0	0.0	0	13.6	27867	0.0	0	0.0	0	2.0	26490
	TORONTO E	111.0	45442	70.0	39005	0.0	0	17.0	45953	0.0	0	0.0	0
	VICTORIA C E	0.0	0	20.0	39935	4.0	20455	0.0	0	0.0	0	0.0	0
	WATERLOO CTY E	94.0	43760	20.0	39644	33.5	29193	5.5	44096	0.0	0	0.0	0
	WELLINGTON CTY	0.0	0	0.0	0	11.9	26407	0.0	0	0.0	0	0.0	0
	WENTWORTH CTY	8.0	39267	0.0	0	5.0	25093	0.0	0	0.0	0	0.0	0
	W.PARRY SOUND	9.0	41990	0.0	0	2.0	19121	1.0	42569	0.0	0	0.0	0
	WINDSOR E	42.0	42970	23.0	35531	19.0	37976	11.0	35783	0.0	0	0.0	0
	YORK BOROUGH E	28.0	45820	15.0	39138	0.0	0	7.0	42938	0.0	0	0.0	0
	YORK CTY E	70.5	43933	0.0	0	25.2	28664	0.0	0	0.0	0	0.0	0
	SUMMARY	1808.8	43644	489.5	38797	833.5	26824	104.0	43431	21.8 (COMBINED)	41038		

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT DETAIL <PAGE 4 OF 5>
1981-1982 AGREEMENT YEAR

SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE

AGREEMENT TYPE	BOARD NAME	INSURED BENEFITS											PREVIOUS YEARS RETIREMENT GRATUITY*	PREVIOUS YEARS SEVERENCE PAYMENT*
		OHIP	EXT. HEALTH	SEMI-PRIVATE	DRUG PLAN	DENTAL PLAN	LONG-TERM DISABILITY	GROUP INSURANCE	UNEMPLOY. INSURANCE	WORKMENS COMP.	CANADA PENSION	OTHER		
ELEM	ATIKOKAN E	394	175	0	0	330	0	33	374	47	251	0	511	57
	BRANT E	257	51	0	0	114	0	132	301	34	225	139	63	0
	BRUCE E	318	69	0	0	53	128	109	392	57	245	21	16	0
	CARLETON E	330	36	0	0	220	11	106	378	50	250	0	43	0
	CENTRAL ALGOMA	426	180	0	0	209	430	127	373	46	304	0	0	0
	CHAPLEAU E	329	0	17	64	138	83	154	388	67	252	0	0	0
	C.IROQ.FALLS E	244	101	12	0	283	0	55	381	48	280	0	85	0
	DRYDEN E	219	133	0	0	247	203	110	356	47	249	0	217	0
	DUFFERIN E	220	64	0	0	0	0	28	355	42	84	0	50	0
	DURHAM E	231	59	0	0	94	155	166	348	49	268	28	98	0
	E.PARRY SOUND	475	38	38	112	224	340	136	412	52	263	36	86	0
	EAST YORK E	244	86	19	0	173	0	38	407	9	300	0	215	0
	ELGIN COUNTY E	279	0	0	0	0	7	280	375	41	289	0	157	0
	ESPANOLA E	306	108	0	0	195	0	121	344	39	274	0	55	0
	ESSEX COUNTY E	353	0	22	130	288	0	97	385	38	238	20	37	0
	ETOBICOKE E	245	91	22	0	180	0	36	372	9	271	3	136	19
	FT FR-RAINY R	376	55	0	0	123	0	95	369	60	280	58	215	0
	FRONTENAC CTY	274	35	14	0	65	0	57	376	38	319	16	51	0
	GERALDTON E	239	108	17	0	303	129	58	440	52	321	10	0	0
	GREY CTY E	304	74	1	0	65	0	104	375	40	272	0	118	0
	HALDIMAND E	266	63	9	0	184	0	46	359	39	237	0	89	0
	HALIBURTON CTY	271	65	0	0	0	0	61	357	33	369	0	0	0
	HALTON E	247	72	0	0	118	0	41	401	57	280	0	86	0
	HAMILTON E	350	94	12	0	0	0	112	365	51	248	0	172	0
	HASTINGS CTY E	248	65	0	0	78	65	65	340	45	243	0	96	0
	HEARST E	351	0	21	115	243	112	73	360	46	260	8	0	0
	HORNEPAYNE E	322	0	6	66	339	0	34	386	63	268	0	0	0
	HURON CTY E	440	0	26	131	0	0	37	391	49	276	0	95	0
	KAPUSKASING E	325	193	17	0	322	0	169	397	45	283	0	218	0
	KENORA E	346	97	0	0	64	187	57	360	44	290	0	199	0
	KENT CTY E	381	145	0	0	110	0	252	406	43	281	0	140	0
	KIRKLAND LAKE	324	130	0	0	146	204	86	333	45	252	0	70	4
	LAKEHEAD E	393	35	12	0	193	0	64	358	40	256	0	80	0
	LAKE SUPERIOR	57	62	0	0	168	0	90	401	37	337	23	0	0
	LAMBTON CTY E	268	56	12	0	129	0	217	340	56	282	0	144	0
	LANARK CTY E	330	69	0	0	127	0	43	392	8	266	0	129	0

* NOT INCLUDED IN AVERAGE OVERALL COMPENSATION OR AVERAGE EXPENDITURE OTHER BENEFITS FIGURES ON PAGE 1 OF 5.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT DETAIL <PAGE 4 OF 5>
1981-1982 AGREEMENT YEAR

SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE

AGREEMENT TYPE	BOARD NAME	INSURED BENEFITS											PREVIOUS YEARS RETIREMENT GRATUITY*	PREVIOUS YEARS SEVERENCE PAYMENT*
		OHIP	EXT. HEALTH	SEMI-PRIVATE	DRUG PLAN	DENTAL PLAN	LONG-TERM DISABILITY	GROUP INSURANCE	UNEMPLOY. INSURANCE	WORKMENS COMP.	CANADA PENSION	OTHER		
	LEEDS.GREN E	277	25	18	0	139	0	44	351	62	320	0	131	0
	LENNOX.ADD. E	269	15	0	0	37	68	54	371	34	301	0	18	0
	LINCOLN CTY E	388	166	18	0	189	66	59	367	45	281	0	164	0
	LONDON E	293	139	0	0	184	71	130	357	24	256	0	75	0
	MANITOULIN E	370	112	0	0	149	0	143	352	41	256	0	91	0
	NICHIPICOTEN E	297	99	18	0	160	211	95	363	52	265	12	589	0
	NIDDLESEX CTY	300	102	0	0	189	6	92	347	43	255	0	77	0
	MUSKOKA E	252	88	0	0	140	0	33	365	40	336	71	51	0
	NIAGARA SO.E	375	138	16	9	224	116	107	372	40	282	0	220	0
	NIP-RED ROCK E	388	89	22	0	270	0	81	387	94	297	0	0	0
	NIPISSING E	391	126	0	0	0	400	156	315	56	261	205	153	0
	NORFOLK CTY E	294	20	20	162	178	0	124	455	41	289	0	119	0
	NORTH SHORE E	254	275	0	0	316	0	98	361	57	258	0	340	0
	NORTHUMBERLAND	0	61	13	0	196	125	55	372	0	376	0	98	0
	NORTH YORK E	248	87	20	0	174	0	36	387	19	282	0	92	34
	OTTAWA E	238	22	0	0	101	143	128	413	10	270	0	142	0
	OXFORD CTY E	306	137	0	0	128	0	103	357	43	264	0	139	0
	PEEL E	393	63	0	0	345	0	187	369	25	258	0	66	0
	PERTH CTY E	303	32	0	0	0	0	44	413	46	259	0	127	0
	PETERBOROUGH E	298	65	9	0	168	0	100	432	55	276	0	169	0
	PRES.RUSSELL E	302	94	17	0	152	127	103	310	40	265	20	0	0
	PRINCE EDWARD	306	73	0	0	88	0	35	359	62	261	0	79	0
	RED LAKE E	259	0	0	0	104	0	155	424	48	270	0	0	0
	RENFREW E	263	59	0	0	69	0	101	373	37	245	0	193	0
	S.S.MARIE E	297	230	0	0	304	175	125	404	31	259	0	103	0
	SCARBOROUGH E	203	71	15	0	136	0	39	372	2	328	0	93	0
	SIMCOE CTY E	296	101	0	0	0	69	50	334	31	277	0	82	0
	S.D.GLENGARRY	310	0	15	169	0	0	16	385	39	260	204	187	0
	SUDBURY E	325	162	20	0	135	0	153	388	59	283	0	140	0
	TIMISKAMING E	393	77	33	0	101	160	87	419	51	301	0	90	0
	TIMMINS E	271	118	27	0	157	179	477	271	33	234	0	0	0
	TORONTO E	211	79	20	0	146	0	38	349	21	285	0	92	0
	VICTORIA C E	275	47	0	0	76	0	48	363	42	300	0	103	0
	WATERLOO CTY E	335	82	0	0	114	0	68	376	29	364	1	51	0
	WELLINGTON CTY	288	136	0	0	211	0	53	342	46	264	0	124	0
	WENTWORTH CTY	341	84	13	2	207	0	104	345	36	273	21	20	0
	W.PARRY SOUND	308	33	0	0	194	0	84	342	58	296	0	438	0
	WINDSOR E	380	225	25	0	217	0	243	369	9	276	0	97	7
	YORK BOROUGH E	275	94	22	0	176	0	49	375	18	293	0	287	0
	YORK CTY E	161	53	14	0	193	0	134	409	40	290	0	97	0
	SUMMARY	286		96		149	32	96	371	33	279	8		
				(COMBINED)										

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT PARTICIPATION DETAIL <PAGE 5 OF 5>
1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TOTAL STAFF	PERCENT STAFF PARTICIPATION AND SCHOOL BOARD DOLLAR EXPENDITURE PER PARTICIPANT												PERCENT OF PARTICIPANTS WITH SINGLE COVERAGE			
			OHIP		EXTENDED HEALTH		DRUG PLAN		DENTAL PLAN		LONG-TERM DISABILITY		GROUP INSURANCE		OHIP	EXTENDED HEALTH	DRUG PLAN	DENTAL PLAN
			%	$	%	$	%	$	%	$	%	$	%	$				
ELEM	ATIKOKAN E	31.5	82.5	478	92.1	190	0.0	0	92.1	359	95.2	0	101.6	32	23.1	20.7	0.0	20.7
	BRANT E	544.9	68.1	377	67.0	77	0.0	0	71.0	161	92.5	0	85.5	155	29.1	31.0	0.0	30.0
	BRUCE E	346.6	77.9	408	72.1	95	0.0	0	66.6	80	79.3	161	119.4	91	18.9	15.6	0.0	19.0
	CARLETON E	1191.3	75.9	435	78.4	46	0.0	0	101.5	217	103.6	10	106.4	99	25.7	24.9	0.0	22.7
	CENTRAL ALGOMA	87.9	79.6	535	85.3	211	0.0	0	83.0	252	100.1	429	103.5	123	11.4	12.0	0.0	12.3
	CHAPLEAU E	17.5	80.0	412	0.0	0	91.4	70	80.0	173	102.9	81	108.6	142	21.4	0.0	12.5	14.3
	C.IROQ.FALLS E	83.3	67.2	362	75.6	134	0.0	0	80.4	352	76.8	0	96.0	57	12.5	23.8	0.0	22.4
	DRYDEN E	157.9	75.4	291	87.4	152	0.0	0	89.9	275	102.0	199	102.0	108	29.4	26.1	0.0	26.1
	DUFFERIN E	239.1	60.2	366	69.0	53	0.0	0	0.0	0	0.0	0	102.5	27	23.6	24.2	0.0	0.0
	DURHAM E	1439.8	65.2	354	71.3	82	0.0	0	71.3	132	104.7	148	104.7	159	25.7	30.0	0.0	30.0
	E.PARRY SOUND	142.7	84.8	560	92.5	42	92.5	121	92.5	242	98.8	345	98.8	138	9.1	8.3	8.3	8.3
	EAST YORK E	420.6	72.0	338	85.8	100	0.0	0	87.0	199	73.5	0	99.6	38	36.6	31.9	0.0	31.7
	ELGIN COUNTY E	432.3	78.2	357	87.2	0	0.0	0	0.0	0	79.1	9	99.2	282	22.5	21.8	0.0	0.0
	ESPANOLA E	69.5	50.4	607	66.2	163	0.0	0	57.6	339	87.8	0	103.6	117	25.7	19.6	0.0	22.5
	ESSEX COUNTY E	489.7	72.3	488	0.0	0	79.0	164	84.9	339	31.7	0	103.5	93	25.7	0.0	23.5	22.4
	ETOBICOKE E	1120.0	71.5	343	88.7	103	0.0	0	89.5	201	0.0	0	97.8	36	34.7	28.6	0.0	30.4
	FT FR-RAINY R	121.1	79.3	475	76.0	73	0.0	0	76.0	161	0.0	0	99.1	96	15.6	14.1	0.0	17.4
	FRONTENAC CTY	580.4	68.9	397	58.9	60	0.0	0	66.9	98	79.3	0	86.8	66	22.2	21.3	0.0	26.3
	GERALDTON E	37.0	59.5	401	75.7	142	0.0	0	75.7	401	105.4	122	105.4	55	31.8	28.6	0.0	32.1
	GREY CTY E	471.2	80.2	378	70.0	105	0.0	0	60.9	107	82.6	0	92.1	113	17.2	14.5	0.0	16.0
	HALDIMAND E	217.4	68.1	390	68.1	92	0.0	0	76.4	241	90.6	0	96.6	47	29.1	27.7	0.0	25.3
	HALIBURTON CTY	78.8	78.7	344	76.1	86	0.0	0	0.0	0	91.4	0	95.2	64	19.4	21.7	0.0	0.0
	HALTON E	1330.3	65.8	376	75.8	95	0.0	0	76.1	156	0.0	0	84.4	49	29.9	37.2	0.0	30.3
	HAMILTON E	1377.0	75.3	465	75.0	126	0.0	0	0.0	0	0.0	0	96.1	117	32.2	31.8	0.0	0.0
	HASTINGS CTY E	587.1	52.8	470	56.5	116	0.0	0	58.4	134	90.4	72	95.0	68	31.3	31.3	0.0	28.3
	HEARST E	22.0	68.2	515	0.0	0	72.7	159	72.7	334	95.5	118	95.5	77	20.0	0.0	18.8	18.8
	HORNEPAYNE E	14.0	71.4	451	0.0	0	92.9	71	92.9	365	0.0	0	92.9	37	60.0	0.0	46.2	46.2
	HURON CTY E	363.8	83.6	527	0.0	0	80.5	162	0.0	0	0.0	0	93.7	40	14.5	0.0	12.6	0.0
	KAPUSKASING E	37.5	80.0	406	85.3	226	0.0	0	96.0	335	101.3	0	96.0	176	23.3	21.9	0.0	19.4
	KENORA E	112.5	67.6	512	104.9	92	0.0	0	49.8	128	104.9	178	104.9	55	14.5	30.5	0.0	12.5
	KENT CTY E	542.9	77.0	495	79.0	184	0.0	0	79.2	139	0.0	0	103.1	244	21.5	20.7	0.0	20.7
	KIRKLAND LAKE	70.9	64.9	500	70.5	185	0.0	0	67.7	216	91.7	223	91.7	94	13.0	12.0	0.0	10.4
	LAKEHEAD E	624.4	80.9	485	87.8	40	0.0	0	93.0	207	80.1	0	113.2	56	22.6	22.1	0.0	21.0
	LAKE SUPERIOR	58.3	49.7	114	56.6	110	0.0	0	63.5	265	106.3	0	106.3	84	34.5	21.2	0.0	18.9
	LAMBTON CTY E	652.8	68.6	390	70.8	79	0.0	0	78.3	164	0.0	0	109.3	201	23.2	22.5	0.0	21.1
	LANARK CTY E	269.6	80.1	412	84.9	81	0.0	0	82.7	154	81.2	0	96.8	44	17.1	15.7	0.0	16.6
	LEEDS.GREN E	481.0	104.2	265	79.6	31	0.0	0	87.5	159	81.5	0	114.3	38	19.8	21.7	0.0	21.4
	LENNOX.ADD. E	248.4	71.7	375	53.5	28	0.0	0	31.4	119	80.1	85	99.8	54	24.7	24.1	0.0	25.6
															23.9	29.2	0.0	23.6
					68.6	242	0.0	0	86.6	218	98.3	67	106.7	55				

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT PARTICIPATION DETAIL <PAGE 5 OF 5>
1981-1982 AGREEMENT YEAR

PERCENT STAFF PARTICIPATION AND SCHOOL BOARD DOLLAR EXPENDITURE PER PARTICIPANT

AGREEMENT TYPE	BOARD NAME	TOTAL STAFF	OHIP		EXTENDED HEALTH		DRUG PLAN		DENTAL PLAN		LONG-TERM DISABILITY		GROUP INSURANCE		PERCENT OF PARTICIPANTS WITH SINGLE COVERAGE			
			%	$	%	$	%	$	%	$	%	$	%	$	OHIP	EXTENDED HEALTH	DRUG PLAN	DENTAL PLAN
	LONDON E	1225.3	75.9	386	81.3	171	0.0	0	85.9	214	105.9	67	105.9	123	28.2	28.9	0.0	26.9
	MANITOULIN E	54.5	73.4	504	88.1	128	0.0	0	88.1	169	40.4	0	95.4	149	15.0	10.4	0.0	10.4
	MICHIPICOTEN E	21.3	75.1	396	89.2	111	0.0	0	79.8	200	98.6	214	98.6	96	31.3	47.4	0.0	29.4
	MIDDLESEX CTY	392.1	74.0	406	76.0	134	0.0	0	73.7	256	57.6	10	100.7	91	26.6	25.5	0.0	24.9
	MUSKOKA E	239.5	76.8	328	87.7	100	0.0	0	66.0	212	103.1	0	106.1	31	16.3	13.8	0.0	24.1
	NIAGARA SO E	874.9	74.2	505	82.8	166	0.0	0	83.1	269	95.1	122	101.7	105	22.0	20.4	0.0	20.4
	NIP-RED ROCK E	35.1	76.9	505	105.4	84	0.0	0	91.2	296	82.6	0	102.6	79	22.2	16.2	0.0	21.9
	NIPISSING E	268.3	76.0	515	85.4	148	0.0	0	0.0	0	103.6	386	103.6	151	14.7	13.5	0.0	0.0
	NORFOLK CTY E	293.3	79.8	368	86.9	23	0.0	0	87.3	203	87.6	0	101.9	122	22.6	22.0	0.0	21.5
	NORTH SHORE E	122.0	64.8	392	86.1	320	0.0	0	81.1	389	97.5	0	97.5	101	27.8	21.0	0.0	22.2
	NORTHUMBERLAND	596.2	46.0	0	66.4	92	0.0	0	69.9	280	104.2	120	106.2	52	35.0	23.5	0.0	22.3
	NORTH YORK E	2137.6	72.4	343	85.3	102	0.0	0	86.4	201	76.4	0	99.9	36	34.2	28.8	0.0	29.3
	OTTAWA E	1130.3	64.7	368	60.7	36	0.0	0	83.3	121	85.5	168	93.5	136	33.9	39.1	0.0	33.2
	OXFORD CTY E	479.6	75.5	405	80.1	171	0.0	0	81.5	157	82.6	0	96.7	107	25.1	26.0	0.0	29.9
	PEEL E	2543.5	80.2	491	81.9	77	0.0	0	90.5	381	0.0	0	103.7	180	27.3	26.7	0.0	24.9
	PERTH CTY E	366.8	76.9	394	72.8	44	0.0	0	0.0	0	0.0	0	97.6	45	26.6	27.0	0.0	0.0
	PETERBOROUGH E	514.8	73.0	408	71.5	90	0.0	0	82.0	205	8.0	0	74.6	134	19.7	17.9	0.0	16.4
	PRES.RUSSELL E	94.1	73.3	412	80.8	117	0.0	0	82.9	184	89.3	142	89.3	115	24.6	22.4	0.0	21.8
	PRINCE EDWARD	120.7	76.2	401	77.1	94	0.0	0	73.7	120	66.3	0	102.7	34	18.5	18.3	0.0	16.9
	RED LAKE E	62.4	64.1	404	0.0	0	0.0	0	60.9	171	84.9	0	40.1	388	52.5	0.0	0.0	47.4
	RENFREW E	388.1	71.9	366	75.5	78	0.0	0	74.2	92	78.6	0	106.7	95	19.4	19.5	0.0	22.9
	S.S.MARIE E	430.6	67.1	443	85.5	269	0.0	0	80.4	378	104.0	168	105.0	120	21.8	15.5	0.0	17.1
	SCARBOROUGH E	2570.5	67.7	300	81.7	87	0.0	0	81.2	168	62.7	0	101.1	39	34.9	29.6	0.0	29.9
	SIMCOE CTY E	1288.7	71.5	414	83.0	122	0.0	0	0.0	0	88.2	79	90.7	55	23.5	22.8	0.0	0.0
	S.D.GLENGARRY	377.8	60.9	509	54.3	0	0.0	0	67.2	0	87.1	0	105.6	15	24.3	21.5	0.0	21.3
	SUDBURY E	609.0	66.0	492	77.8	208	0.0	0	73.2	185	73.9	0	102.0	150	21.6	19.2	0.0	19.5
	TIMISKAMING E	150.7	77.0	510	82.9	93	0.0	0	80.3	126	96.9	166	96.9	90	19.0	17.6	0.0	34.7
	TIMMINS E	182.1	60.4	448	56.6	208	0.0	0	75.8	208	96.7	185	105.4	452	29.1	27.2	0.0	21.7
	TORONTO E	2587.5	75.5	280	90.1	88	0.0	0	87.7	166	0.0	0	101.7	37	44.2	37.5	0.0	40.5
	VICTORIA C E	294.5	74.0	371	60.4	77	0.0	0	69.9	108	92.9	0	98.5	49	23.4	24.7	0.0	32.0
	WATERLOO CTY E	1647.1	76.7	437	77.1	107	0.0	0	84.7	134	103.4	0	107.2	64	28.7	29.3	0.0	29.7
	WELLINGTON CTY	697.2	71.6	403	78.3	174	0.0	0	81.8	258	85.2	0	100.8	52	22.8	22.5	0.0	21.9
	WENTWORTH CTY	543.4	76.9	444	83.4	100	0.0	0	88.3	235	0.0	0	106.0	98	27.8	28.0	0.0	26.5
	W.PARRY SOUND	116.4	79.0	390	79.9	42	0.0	0	77.3	251	0.0	0	97.1	87	18.5	22.6	0.0	21.1
	WINDSOR E	752.1	77.6	489	82.6	273	0.0	0	83.8	259	0.0	0	106.9	228	27.6	26.2	0.0	25.9
	YORK BOROUGH E	542.5	81.3	338	94.7	100	0.0	0	92.5	190	90.0	0	112.8	44	37.6	32.9	0.0	35.9
	YORK CTY E	1328.3	125.6	128	57.5	93	0.0	0	85.8	225	0.0	0	103.5	130	17.6	29.8	0.0	27.5

COMPENSATION STATISTICS - SECONDARY

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1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	NO. OF ON-GRID STAFF	AVERAGE ON-GRID SALARY	AVG. YRS. EXP.	AVG. CAT. PLCT	NO. OF ALLOWANCE PAYMENTS	AVERAGE ALLOWANCE RECEIVED	NO. OF OFF-GRID STAFF	AVERAGE OFF-GRID SALARY	AVERAGE EXPENDITURE INSURED BENEFITS	AVERAGE* EXPENDITURE OTHER BENEFITS	AVERAGE* OVERALL STAFF COMPENSATION
SECONDARY												
	ATIKOKAN S	26.5	32761	12.36	6.17	45.0	807	2.0	43455	1199	670	36655
	BRANT CTY S	382.1	31386	11.00	6.31	209.0	1615	16.0	45037	745	882	34410
	BRUCE CTY S	207.1	31434	10.55	6.35	319.1	554	9.0	45629	819	735	34397
	CARLETON S	923.4	33572	10.22	6.44	436.5	1673	37.0	46254	805	715	36341
	CENTRAL ALGOMA	51.0	31100	8.99	6.17	30.0	1609	2.0	47051	1195	805	34650
	CHAPLEAU S	18.5	27923	6.11	6.16	9.0	1176	2.0	44111	830	851	31699
	IROQ.FALLS S	112.0	31685	9.91	6.23	67.5	2151	0.0	0	746	757	34483
	DRYDEN S	95.6	32844	10.18	6.00	38.5	2406	6.5	43690	1102	706	35969
	DUFFERIN C S	150.2	30199	9.65	6.07	68.0	1564	6.0	44746	396	815	32622
	DURHAM S	998.3	31198	9.43	6.24	447.5	1770	39.0	45091	903	791	34178
	E.PARRY SOUND	75.0	30126	10.55	5.91	21.0	1962	2.0	45119	1490	839	33379
	EAST YORK S	293.9	32033	9.47	6.45	500.3	525	21.0	43284	615	680	34912
	ELGIN S	267.4	30578	10.55	6.29	144.0	1320	11.0	45591	754	774	33382
	ESPANOLA S	66.0	32675	11.24	6.29	49.5	1297	2.0	46432	944	681	35649
	ESSEX CTY S	533.2	30924	10.10	6.40	790.0	1433	21.0	43522	1087	724	35255
	ETOBICOKE S	1059.7	33440	11.42	6.36	1813.7	624	62.0	44736	670	663	36406
	FT FR-RAINY S	81.1	32505	11.46	6.07	36.5	1336	4.0	44307	820	858	35311
	FRONTENAC CTY	439.9	31904	10.49	6.37	305.3	1191	22.0	44148	531	956	34762
	GERALDTON S	40.0	30611	10.21	5.84	18.0	1597	3.0	43296	970	1236	34371
	GREY CTY S	316.7	32571	10.93	6.35	168.0	2120	20.0	38701	589	660	35243
	HALDIMAND S	161.5	32366	10.26	6.37	81.0	1758	8.0	45561	819	680	35327
	HALIBURTON S	36.5	31570	9.92	6.16	16.0	1755	1.0	45000	459	870	34005
	HALTON S	1112.2	31910	9.94	6.33	497.0	1954	50.0	45173	615	726	34658
	HAMILTON S	964.1	34258	12.14	6.36	669.6	1368	48.2	45793	701	663	37076
	HASTINGS CTY S	446.3	32093	11.59	6.21	273.0	1574	25.0	44502	675	736	35074
	HEARST S	55.7	27927	7.92	5.90	25.0	2541	0.0	0	1037	713	30817
	HORNEPAYNE S	8.5	30431	7.06	6.18	0.0	0	1.0	41500	911	726	33232
	HURON CTY S	236.0	32902	11.29	6.32	107.0	1658	10.0	46020	718	721	35596
	KAPUSKASING S	109.6	30704	8.88	6.21	75.7	1487	7.5	41369	1239	732	34319
	KENORA S	79.9	34045	12.57	6.21	37.0	1698	2.0	47905	943	727	36821
	KENT CTY S	418.5	32446	10.75	6.42	220.1	1511	23.5	44833	1029	719	35605
	KIRKLAND LAKE	75.8	33204	12.21	6.11	28.5	1767	4.0	46286	1073	706	36270
	LAKEHEAD S	524.1	33560	10.81	6.38	1106.5	370	23.2	46460	904	672	36432
	LAKE SUPERIOR	57.0	30417	8.70	5.92	31.0	1200	7.0	41826	579	857	33681
	LAMBTON CTY S	442.6	31427	11.37	6.37	730.0	805	22.0	43667	864	652	34788
	LANARK CTY S	193.7	30807	9.89	6.15	107.0	2150	11.0	44849	740	769	34194
	LEEDS.GREN S	350.4	31433	10.12	6.22	222.0	1322	16.5	46907	747	859	34534
	LENNOX.ADD.S	163.2	32082	10.98	6.36	57.6	2010	6.0	46418	515	787	34576
	LINCOLN CTY S	698.4	34371	11.88	6.37	387.0	2205	0.0	0	1086	742	37421
	LONDON S	987.2	31825	11.67	6.46	1633.8	969	47.0	42844	1046	661	35564
	MANITOULIN S	44.0	33068	11.52	6.16	18.0	1551	2.0	47165	1420	665	36374
	MICHIPICOTEN S	27.7	30056	8.59	5.82	17.0	1746	3.0	41526	897	713	33754

* SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE FOR PREVIOUS YEARS RETIREMENT GRATUITY AND SEVERENCE IS NOT INCLUDED.

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COMPENSATION STATISTICS: OVERVIEW <PAGE 1 OF 5>
1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	NO. OF ON-GRID STAFF	AVERAGE ON-GRID SALARY	AVG. YRS. EXP.	AVG. CAT. PLCT	NO. OF ALLOWANCE PAYMENTS	AVERAGE ALLOWANCE RECEIVED	NO. OF OFF-GRID STAFF	AVERAGE OFF-GRID SALARY	AVERAGE EXPENDITURE INSURED BENEFITS	AVERAGE* EXPENDITURE OTHER BENEFITS	AVERAGE* OVERALL STAFF COMPENSATION
	MIDDLESEX CTY	252.9	31887	10.76	6.45	137.5	1704	11.5	45265	785	705	34845
	MUSKOKA S	149.8	31270	10.87	6.26	178.5	992	3.0	46857	630	874	34239
	NIAGARA SOUTH	738.5	33652	11.97	6.35	454.0	1365	45.0	44439	1213	737	37013
	NIP-RED ROCK S	30.0	30141	9.85	6.08	48.9	908	0.0	0	977	793	33290
	NIPISSING S	393.4	32944	11.61	6.41	659.0	1122	0.0	0	1376	828	37027
	NORFOLK CTY S	223.5	32398	11.09	6.31	349.2	1210	10.0	45726	1030	809	36616
	NORTH SHORE S	120.0	29532	8.06	6.03	46.0	1601	7.0	47964	1144	697	32969
	NORTHUMBERLAND	416.6	31998	10.55	6.43	220.1	1631	18.7	45605	513	659	34579
	NORTH YORK S	2061.8	33586	11.31	6.37	3220.0	514	98.2	45465	597	611	36100
	OTTAWA S	1402.8	33952	11.97	6.33	615.7	1808	82.0	44733	643	793	36734
	PEEL S	1980.0	32326	9.71	6.43	1090.8	1650	86.9	46411	1017	702	35507
	PERTH S	267.7	32472	11.15	6.40	127.7	1713	12.0	45487	448	745	35006
	PETERBOROUGH S	411.9	32627	11.64	6.37	141.0	1840	15.0	46205	813	922	35446
	PRES.RUSSELL S	279.9	31209	9.46	6.19	170.0	1737	13.0	45931	996	698	34565
	PRINCE EDWARD	69.5	31619	12.03	5.94	26.5	1696	3.0	44299	540	721	34024
	RED LAKE S	23.0	30465	6.87	6.17	8.0	3125	1.0	48800	875	926	33971
	RENFREW CTY S	381.4	31808	10.96	6.23	194.0	1567	17.0	45146	548	755	34442
	S.STE.MARIE S	363.6	32617	11.81	6.46	649.2	1168	14.0	43095	1243	802	37059
	SCARBOROUGH S	2104.0	32685	10.29	6.38	3324.0	540	95.0	43763	558	780	35318
	SIMCOE CTY S	889.4	33303	11.19	6.31	421.0	1746	36.0	47477	661	670	35980
	S.D.GLENGARRY	484.1	32428	11.63	6.21	281.8	1488	23.3	43156	578	898	35224
	SUDBURY S	799.0	32973	10.54	6.43	478.0	1553	35.0	45723	981	780	36159
	TIMISKAMING S	139.3	32703	10.72	6.21	61.9	1936	8.0	39432	1006	826	35715
	TIMMINS S	214.0	31706	10.57	6.11	103.5	2682	0.0	0	1525	672	35200
	TORONTO S	2165.0	33615	11.44	6.41	3882.0	563	102.0	44545	593	683	36347
	VICTORIA S	168.7	32182	10.70	6.35	112.0	1658	6.0	47000	581	784	35119
	WATERLOO CTY S	1062.5	32624	10.37	6.48	1607.0	992	43.5	45772	740	821	36143
	WELLINGTON S	505.5	32139	10.66	6.40	473.1	1242	19.0	46618	942	686	35411
	WENTWORTH CTY	386.7	33003	10.95	6.43	174.5	1740	17.0	46256	974	723	36010
	W.PARRY SOUND	75.3	33306	11.84	6.30	31.0	1730	4.0	45066	574	609	35759
	WINDSOR S	646.0	33885	11.58	6.43	1087.0	773	51.0	41506	1412	657	37686
	YORK BOROUGH S	453.6	33124	10.71	6.43	747.6	558	23.0	44901	667	657	35891
	YORK CTY S	940.7	32364	10.59	6.30	641.0	1429	33.7	46910	729	715	35251
	SUMMARY	33930.6	32679	10.9	6.4	33617.7	1007	1539.2	44860	797	729	35689

* SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE FOR PREVIOUS YEARS RETIREMENT GRATUITY AND SEVERENCE IS NOT INCLUDED.

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AGREEMENT TYPE	BOARD NAME	TYPES OF ALLOWANCES																	
		PRINCIPALS		VICE PRINCIPALS		RESPONSIBILITY		RELATED AND PART-YEAR		DEGREE		SPECIAL EDUCATION		COST OF LIVING		OTHER	
		NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$
SECONDARY																	
	ATIKOKAN S	0.0	0	0.0	0	8.0	2100	4.0	829	6.0	450	0.0	0	27.0	500	0.0	0
	BRANT CTY S	0.0	0	0.0	0	113.0	2278	31.0	1065	65.0	725	0.0	0	0.0	0	0.0	0
	BRUCE CTY S	0.0	0	0.0	0	70.0	2107	7.0	1100	22.0	630	0.0	0	220.1	35	0.0	0
	CARLETON S	0.0	0	0.0	0	242.0	2472	40.7	798	153.8	646	0.0	0	0.0	0	0.0	0
	CENTRAL ALGOMA	0.0	0	0.0	0	8.0	2625	18.0	1401	4.0	515	0.0	0	0.0	0	0.0	0
	CHAPLEAU S	0.0	0	0.0	0	4.0	1650	4.0	839	1.0	625	0.0	0	0.0	0	0.0	0
	IROQ.FALLS S	2.0	11396	4.0	6294	42.5	2025	0.0	0	12.0	718	7.0	367	0.0	0	0.0	0
	DRYDEN S	0.0	0	0.0	0	25.0	2679	8.0	2708	5.5	729	0.0	0	0.0	0	0.0	0
	DUFFERIN C S	0.0	0	0.0	0	34.0	2444	19.0	707	15.0	655	0.0	0	0.0	0	0.0	0
	DURHAM S	0.0	0	0.0	0	324.0	2173	0.0	0	120.5	722	2.0	400	0.0	0	1.0	400
	E.PARRY SOUND	0.0	0	0.0	0	13.0	2354	2.0	3200	6.0	700	0.0	0	0.0	0	0.0	0
	EAST YORK S	0.0	0	0.0	0	58.0	2061	0.0	0	93.0	706	6.0	546	313.3	39	0.0	0
	ELGIN S	0.0	0	0.0	0	77.0	1891	19.0	863	46.0	495	0.0	0	0.0	0	2.0	2688
	ESPANOLA S	0.0	0	0.0	0	22.0	2197	10.0	603	15.0	470	1.0	2475	0.0	0	1.5	225
	ESSEX CTY S	0.0	0	0.0	0	116.0	2012	41.0	1927	79.0	512	0.0	0	554.0	1407	0.0	0
	ETOBICOKE S	0.0	0	0.0	0	345.0	2364	128.0	764	178.0	722	61.0	757	1101.7	39	0.0	0
	FT FR-RAINY S	0.0	0	0.0	0	26.0	1719	0.0	0	10.0	245	0.0	0	0.0	0	.5	3264
	FRONTENAC CTY	0.0	0	0.0	0	119.1	1948	113.2	834	73.0	511	0.0	0	0.0	0	0.0	0
	GERALDTON S	0.0	0	0.0	0	11.0	2180	0.0	0	7.0	680	0.0	0	0.0	0	0.0	0
	GREY CTY S	0.0	0	0.0	0	111.0	2592	12.0	2866	45.0	755	0.0	0	0.0	0	0.0	0
	HALDIMAND S	0.0	0	0.0	0	44.0	2457	11.0	1172	26.0	824	0.0	0	0.0	0	0.0	0
	HALIBURTON S	0.0	0	0.0	0	10.0	2670	2.0	490	4.0	100	0.0	0	0.0	0	0.0	0
	HALTON S	0.0	0	0.0	0	220.0	3187	85.0	1369	191.0	800	0.0	0	0.0	0	0.0	0
	HAMILTON S	0.0	0	0.0	0	350.3	2052	40.0	934	148.8	575	129.5	572	0.0	0	1.0	733
	HASTINGS CTY S	0.0	0	0.0	0	143.0	2162	80.0	1111	50.0	631	0.0	0	0.0	0	1.0	100
	HEARST S	1.0	11414	1.0	6744	12.0	2018	9.0	2239	2.0	500	0.0	0	0.0	0	0.0	0
	HORNEPAYNE S	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HURON CTY S	0.0	0	0.0	0	71.0	2131	0.0	0	36.0	726	0.0	0	0.0	0	0.0	0
	KAPUSKASING S	0.0	0	0.0	0	43.0	1815	20.7	1289	12.0	650	0.0	0	0.0	0	0.0	0
	KENORA S	0.0	0	4.0	3545	18.0	2268	0.0	0	15.0	520	0.0	0	0.0	0	0.0	0
	KENT CTY S	0.0	0	0.0	0	108.0	2182	46.1	1032	66.0	745	0.0	0	0.0	0	0.0	0
	KIRKLAND LAKE	0.0	0	0.0	0	23.0	2009	.5	1062	5.0	725	0.0	0	0.0	0	0.0	0
	LAKEHEAD S	0.0	0	0.0	0	158.5	1584	282.0	313	78.0	633	0.0	0	0.0	0	0.0	0
	LAKE SUPERIOR	0.0	0	0.0	0	20.0	1461	7.0	602	4.0	939	0.0	0	552.0	11	36.0	397
	LAMBTON CTY S	0.0	0	0.0	0	148.0	1814	69.0	705	59.0	554	0.0	0	0.0	0	0.0	0
	LANARK CTY S	0.0	0	0.0	0	59.0	2589	13.0	3665	35.0	946	0.0	0	454.0	523	0.0	0
	LEEDS.GREN S	0.0	0	0.0	0	136.0	1641	21.0	1336	48.0	586	0.0	0	0.0	0	0.0	0
	LENNOX.ADD.S	0.0	0	0.0	0	40.0	2643	0.0	0	17.6	574	0.0	0	0.0	0	17.0	826
	LINCOLN CTY S	13.0	11516	15.0	6986	209.0	2253	61.0	926	87.0	698	2.0	5389	0.0	0	0.0	0
	LONDON S	0.0	0	0.0	0	400.0	1792	0.0	0	150.8	702	0.0	0	1081.0	702	2.0	950
	MANITOULIN S	0.0	0	0.0	0	10.0	2380	7.0	559	1.0	500	0.0	0	0.0	0	0.0	0
	NICHIPICCTEN S	0.0	0	0.0	0	10.0	2209	3.0	1415	4.0	840	0.0	0	0.0	0	0.0	0
	NIDDLESEX CTY	0.0	0	0.0	0	56.0	2030	15.5	2400	36.0	627	0.0	0	0.0	0	0.0	0
	NUSKOKA S	0.0	0	0.0	0	130.0	1068	14.0	579	31.5	840	0.0	0	0.0	0	3.0	1250

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AGREEMENT TYPE	BOARD NAME	TYPES OF ALLOWANCES: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	RESPONSIBILITY NO.	RESPONSIBILITY AVG.$	RELATED AND PART-YEAR NO.	RELATED AND PART-YEAR AVG$	DEGREE NO.	DEGREE AVG.$	SPECIAL EDUCATION NO.	SPECIAL EDUCATION AVG.$	COST OF LIVING NO.	COST OF LIVING AVG.$	OTHER NO.	OTHER AVG.$
	NIAGARA SOUTH	0.0	0	0.0	0	260.0	1903	49.0	953	145.0	540	0.0	0	0.0	0	0.0	0
	NIP-RED ROCK S	1.0	10000	.9	5556	8.0	1763	3.0	1530	5.0	640	0.0	0	31.0	242	0.0	0
	NIPISSING S	7.0	12561	9.0	7173	118.5	2587	11.0	1506	36.0	611	0.0	0	393.0	593	84.5	218
	NORFOLK CTY S	0.0	0	0.0	0	90.0	1788	12.0	1622	27.0	611	0.0	0	220.2	1025	0.0	0
	NORTH SHORE S	0.0	0	0.0	0	35.0	1980	0.0	0	11.0	650	0.0	0	0.0	0	0.0	0
	NORTHUMBERLAND	0.0	0	0.0	0	136.6	2046	22.5	1337	61.0	809	0.0	0	0.0	0	0.0	0
	NORTH YORK S	0.0	0	0.0	0	572.0	2152	0.0	0	371.0	716	117.0	629	2160.0	39	0.0	0
	OTTAWA S	0.0	0	0.0	0	389.0	2571	0.0	0	226.7	500	0.0	0	0.0	0	0.0	0
	PEEL S	0.0	0	0.0	0	770.5	2140	0.0	0	302.3	472	15.0	300	0.0	0	3.0	1320
	PERTH S	0.0	0	0.0	0	78.0	2230	17.7	1319	27.0	630	0.0	0	0.0	0	5.0	883
	PETERBOROUGH S	0.0	0	0.0	0	89.0	2667	0.0	0	52.0	426	0.0	0	0.0	0	0.0	0
	PRES.RUSSELL S	0.0	0	0.0	0	89.0	2243	56.0	1385	25.0	719	0.0	0	0.0	0	0.0	0
	PRINCE EDWARD	0.0	0	0.0	0	16.5	2055	7.0	1320	3.0	600	0.0	0	0.0	0	0.0	0
	RED LAKE S	0.0	0	1.0	5500	6.0	3000	0.0	0	1.0	1500	0.0	0	0.0	0	0.0	0
	RENFREW CTY S	0.0	0	0.0	0	107.0	2324	47.0	683	39.0	596	0.0	0	0.0	0	1.0	25
	S.STE.MARIE S	0.0	0	0.0	0	113.8	2037	75.0	1180	32.0	695	51.5	825	376.9	991	0.0	0
	SCARBOROUGH S	0.0	0	0.0	0	601.0	2229	0.0	0	385.0	702	139.0	704	2199.0	39	0.0	0
	SIMCOE CTY S	0.0	0	0.0	0	288.0	2084	44.0	1640	89.0	707	0.0	0	0.0	0	0.0	0
	S.D.GLENGARRY	0.0	0	0.0	0	163.1	2086	71.2	832	47.5	418	0.0	0	0.0	0	0.0	0
	SUDBURY S	0.0	0	0.0	0	337.0	1887	33.0	1389	95.0	350	13.0	2108	0.0	0	0.0	0
	TIMISKAMING S	0.0	0	0.0	0	37.5	2568	9.4	1350	15.0	725	0.0	0	0.0	0	0.0	0
	TIMMINS S	3.0	12475	5.0	7625	72.0	2534	0.0	0	22.5	700	0.0	0	0.0	0	1.0	3853
	TORONTO S	0.0	0	0.0	0	644.0	2100	305.0	766	444.0	704	198.0	684	2267.0	39	24.0	2650
	VICTORIA S	0.0	0	0.0	0	64.0	2301	23.0	870	25.0	738	0.0	0	0.0	0	0.0	0
	WATERLOO CTY S	0.0	0	0.0	0	292.8	2618	58.5	1069	193.2	423	0.0	0	1062.5	571	0.0	0
	WELLINGTON S	0.0	0	0.0	0	188.0	1928	157.1	659	93.0	1084	35.0	599	0.0	0	0.0	0
	WENTWORTH CTY	0.0	0	0.0	0	83.0	2577	15.0	1960	58.0	735	0.0	0	0.0	0	18.5	953
	W.PARRY SOUND	0.0	0	0.0	0	19.0	2186	5.0	1230	7.0	850	0.0	0	0.0	0	0.0	0
	WINDSOR S	0.0	0	0.0	0	122.0	1777	40.0	1141	164.0	646	27.0	400	693.0	645	41.0	343
	YORK BOROUGH S	0.0	0	0.0	0	147.0	2087	0.0	0	99.0	755	25.0	672	476.6	39	0.0	0
	YORK CTY S	0.0	0	0.0	0	302.0	2221	182.0	720	141.0	637	0.0	0	0.0	0	16.0	1535
	SUMMARY	27.0	11825	39.9	6618	10486.7	2161	2487.1	934	5306.7	661	829.0	688	14182.3	284	259.0	746

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AGREEMENT TYPE	BOARD NAME	TYPE OF OFF-GRID SALARY: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	TEACHERS OF THR NO.	TEACHERS OF THR AVG.$	COORDINATORS CONSULTANTS NO.	COORDINATORS CONSULTANTS AVG.$	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS NO.	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS AVG.$	OTHER OFF-GRID TEACHERS NO.	OTHER OFF-GRID TEACHERS AVG.$
SECONDARY													
	ATIKOKAN S	1.0	46100	1.0	40810	0.0	0	0.0	0	0.0	0	0.0	0
	BRANT CTY S	6.0	48478	10.0	42973	0.0	0	0.0	0	0.0	0	0.0	0
	BRUCE CTY S	6.0	47076	3.0	42737	0.0	0	0.0	0	0.0	0	0.0	0
	CARLETON S	16.0	49263	17.0	44144	0.0	0	0.0	0	0.0	0	0.0	0
	CENTRAL ALGOMA	1.0	49701	1.0	44401	0.0	0	2.0	42000	0.0	0	2.0	44378
	CHAPLEAU S	1.0	49357	1.0	38866	0.0	0	0.0	0	0.0	0	0.0	0
	IROQ.FALLS S	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	DRYDEN S	2.5	49348	3.0	44164	0.0	0	0.0	0	0.0	0	0.0	0
	DUFFERIN C S	2.0	48620	4.0	42810	0.0	0	0.0	0	0.0	0	1.0	28129
	DURHAM S	17.0	48489	22.0	42466	0.0	0	0.0	0	0.0	0	0.0	0
	E.PARRY SOUND	1.0	48069	1.0	42169	0.0	0	0.0	0	0.0	0	0.0	0
	EAST YORK S	6.0	48067	7.0	42513	0.0	0	0.0	0	0.0	0	0.0	0
	ELGIN S	5.0	48320	6.0	43317	0.0	0	8.0	40373	0.0	0	0.0	0
	ESPANOLA S	1.0	49660	1.0	43205	0.0	0	0.0	0	0.0	0	0.0	0
	ESSEX CTY S	9.0	46917	11.0	41543	0.0	0	0.0	0	0.0	0	0.0	0
	ETOBICOKE S	20.0	48591	33.0	42859	0.0	0	0.0	0	0.0	0	1.0	34750
	FT FR-RAINY S	3.0	45260	1.0	41450	0.0	0	9.0	43058	0.0	0	0.0	0
	FRONTENAC CTY	9.0	47902	10.0	42142	0.0	0	0.0	0	0.0	0	0.0	0
	GERALDTON S	2.0	46610	1.0	36670	0.0	0	3.0	39577	0.0	0	0.0	0
	GREY CTY S	5.0	49654	7.0	42930	0.0	0	0.0	0	0.0	0	0.0	0
	HALDIMAND S	4.0	47871	4.0	43252	0.0	0	0.0	0	0.0	0	0.0	0
	HALIBURTON S	1.0	45000	0.0	0	0.0	0	0.0	0	0.0	0	0.0	28156
	HALTON S	17.0	48641	24.0	42948	0.0	0	0.0	0	0.0	0	0.0	0
	HAMILTON S	21.0	47821	19.0	43914	0.0	0	9.0	44556	0.0	0	0.0	0
	HASTINGS CTY S	8.0	48725	16.0	42500	0.0	0	8.2	44957	0.0	0	0.0	0
	HEARST S	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HORNEPAYNE S	1.0	41500	0.0	0	0.0	0	0.0	0	0.0	0	1.0	44502
	HURON CTY S	5.0	48840	5.0	43200	0.0	0	0.0	0	0.0	0	0.0	0
	KAPUSKASING S	3.0	46886	3.5	43233	0.0	0	0.0	0	0.0	0	0.0	0
	KENORA S	2.0	47905	0.0	0	0.0	0	0.0	0	1.0	18294	0.0	0
	KENT CTY S	10.0	47650	13.0	42538	0.0	0	.5	48184	0.0	0	0.0	0
	KIRKLAND LAKE	2.0	47636	2.0	44936	0.0	0	0.0	0	0.0	0	0.0	0
	LAKEHEAD S	10.2	50030	13.0	43659	0.0	0	0.0	0	0.0	0	0.0	0
	LAKE SUPERIOR	3.0	43650	4.0	40458	0.0	0	0.0	0	0.0	0	0.0	0
	LAMBTON CTY S	8.0	48496	10.0	42889	0.0	0	0.0	0	0.0	0	0.0	0
	LANARK CTY S	4.0	47775	6.0	42095	0.0	0	1.0	49730	0.0	0	4.0	43667
	LEEDS.GREN S	8.0	50350	8.5	43667	0.0	0	0.0	0	0.0	0	0.0	0
	LENNOX.ADD.S	2.5	49940	3.5	43903	0.0	0	0.0	0	0.0	0	0.0	0
	LINCOLN CTY S	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	LONDON S	16.0	46088	28.0	41243	0.0	0	3.0	40497	0.0	0	0.0	0
	MANITOULIN S	1.0	49950	1.0	44380	0.0	0	0.0	0	0.0	0	0.0	0
	NICHIPICOTEN S	1.0	44580	2.0	40000	0.0	0	0.0	0	0.0	0	0.0	0
	MIDDLESEX CTY	5.0	48500	6.0	42300	0.0	0	0.0	0	0.0	0	0.0	0
	MUSKOKA S	3.0	46857	0.0	0	0.0	0	0.0	0	0.0	0	.5	48500

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AGREEMENT TYPE	BOARD NAME	TYPE OF OFF-GRID SALARY: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	TEACHERS OF THR NO.	TEACHERS OF THR AVG.$	COORDINATORS CONSULTANTS NO.	COORDINATORS CONSULTANTS AVG.$	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS NO.	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS AVG.$	OTHER OFF-GRID TEACHERS NO.	OTHER OFF-GRID TEACHERS AVG.$
	NIAGARA SOUTH	17.0	48206	17.0	42351	0.0	0	11.0	41842	0.0	0	0.0	0
	NIP-RED ROCK S	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	NIPISSING S	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	NORFOLK CTY S	5.0	48633	5.0	42820	0.0	0	0.0	0	0.0	0	0.0	0
	NORTH SHORE S	4.0	49488	3.0	45933	0.0	0	0.0	0	0.0	0	0.0	0
	NORTHUMBERLAND	7.9	49221	10.0	42898	0.0	0	.8	43750	0.0	0	0.0	0
	NORTH YORK S	31.0	48811	52.0	43184	0.0	0	14.0	46741	0.0	0	1.2	42401
	OTTAWA S	25.0	49252	52.0	42984	0.0	0	0.0	0	0.0	0	5.0	40342
	PEEL S	26.9	50116	47.0	44838	0.0	0	13.0	44432	0.0	0	0.0	0
	PERTH S	5.0	48948	7.0	43015	0.0	0	0.0	0	0.0	0	0.0	0
	PETERBOROUGH S	7.0	49371	8.0	43436	0.0	0	0.0	0	0.0	0	0.0	0
	PRES.RUSSELL S	6.0	48770	7.0	43498	0.0	0	0.0	0	0.0	0	0.0	0
	PRINCE EDWARD	1.0	46004	2.0	43447	0.0	0	0.0	0	0.0	0	0.0	0
	RED LAKE S	1.0	48800	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	RENFREW CTY S	7.0	48237	10.0	42983	0.0	0	0.0	0	0.0	0	0.0	0
	S.STE.MARIE S	6.0	45810	8.0	41060	0.0	0	0.0	0	0.0	0	0.0	0
	SCARBOROUGH S	27.0	45367	55.0	42571	0.0	0	12.0	46453	0.0	0	1.0	43763
	SIMCOE CTY S	15.0	51451	20.0	44256	0.0	0	0.0	0	0.0	0	1.0	52292
	S.D.&G.LENGARRY	12.0	48003	6.0	43224	0.0	0	1.0	46990	0.0	0	4.3	28647
	SUDBURY S	16.0	48597	19.0	43303	0.0	0	0.0	0	0.0	0	0.0	0
	TIMISKAMING S	4.0	50225	4.0	28640	0.0	0	0.0	0	0.0	0	0.0	0
	TIMMINS S	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	TORONTO S	28.0	49308	57.0	42254	0.0	0	17.0	44387	0.0	0	0.0	0
	VICTORIA S	3.0	50000	3.0	44000	0.0	0	0.0	0	0.0	0	0.0	0
	WATERLOO CTY S	14.0	49744	26.0	43831	0.0	0	3.5	44303	0.0	0	0.0	0
	WELLINGTON S	9.0	49751	10.0	43799	0.0	0	0.0	0	0.0	0	0.0	0
	WENTWORTH CTY	8.0	49139	9.0	43695	0.0	0	0.0	0	0.0	0	0.0	0
	W.PARRY SOUND	1.0	49258	3.0	43669	0.0	0	0.0	0	0.0	0	0.0	0
	WINDSOR S	11.0	48727	14.0	40489	0.0	0	11.0	39607	0.0	0	15.0	38554
	YORK BOROUGH S	7.0	49477	13.0	42297	0.0	0	3.0	45515	0.0	0	0.0	0
	YORK CTY S	14.7	50620	19.0	44040	0.0	0	0.0	0	0.0	0	0.0	0
	SUMMARY	568.7	48573	794.5	42905			130.0	43783	46.0 (COMBINED)		35803	

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SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE

AGREEMENT TYPE	BOARD NAME	INSURED BENEFITS											PREVIOUS YEARS RETIREMENT GRATUITY*	PREVIOUS YEARS SEVERENCE PAYMENT*
		OHIP	EXT. HEALTH	SEMI-PRIVATE	DRUG PLAN	DENTAL PLAN	LONG-TERM DISABILITY	GROUP INSURANCE	UNEMPLOY. INSURANCE	WORKMENS COMP.	CANADA PENSION	OTHER		
SEC	ATIKOKAN S	542	215	0	0	410	0	32	375	45	249	0	0	106
	BRANT CTY S	323	86	0	0	175	0	161	365	41	273	203	69	0
	BRUCE CTY S	410	94	0	0	0	159	156	386	56	280	13	63	0
	CARLETON S	392	41	0	0	226	17	129	383	52	280	0	136	0
	CENTRAL ALGOMA	458	151	0	0	332	125	129	388	51	327	38	0	0
	CHAPLEAU S	364	0	19	68	140	88	151	440	83	328	0	0	0
	IROQ.FALLS S	333	124	6	0	188	0	94	407	48	302	0	0	0
	DRYDEN S	290	161	0	0	295	241	114	386	50	269	0	198	0
	DUFFERIN C S	284	85	0	0	0	0	27	360	52	103	0	10	0
	DURHAM S	311	104	0	0	112	180	196	375	53	330	33	266	0
	E.PARRY SOUND	456	35	38	115	228	468	159	416	62	310	51	246	0
	EAST YORK S	285	88	21	0	181	0	40	388	6	285	0	195	0
	ELGIN S	325	0	0	0	0	111	319	404	59	310	0	115	0
	ESPANOLA S	463	135	0	0	220	0	127	346	41	293	0	0	0
	ESSEX CTY S	465	0	29	156	325	0	112	414	37	251	22	78	0
	ETOBICOKE S	324	99	24	0	187	0	36	379	3	276	4	238	0
	FT FR-RAINY S	497	45	0	0	169	0	110	423	60	293	82	0	0
	FRONTENAC CTY	325	36	12	0	90	0	67	346	38	556	16	558	0
	GERALDTON S	313	109	17	0	321	116	94	415	56	317	447	0	0
	GREY CTY S	356	92	1	0	0	0	141	359	41	261	0	122	0
	HALDIMAND S	401	97	15	0	251	0	55	359	46	275	0	122	0
	HALIBURTON S	100	114	0	0	0	163	91	367	51	452	0	392	0
	HALTON S	300	108	0	0	163	0	43	395	56	274	0	191	0
	HAMILTON S	456	109	15	0	0	0	121	367	49	247	0	293	0
	HASTINGS CTY S	344	58	0	0	104	85	54	389	59	288	0	95	0
	HEARST S	416	0	25	122	253	142	78	383	51	271	9	0	0
	HORNEPAYNE S	436	0	0	69	372	0	35	395	62	269	0	0	0
	HURON CTY S	499	0	29	150	0	0	40	389	50	282	0	239	0
	KAPUSKASING S	426	229	24	0	354	0	205	400	48	283	0	276	0
	KENORA S	468	108	0	0	85	226	56	395	41	291	0	132	0
	KENT CTY S	455	170	0	0	129	0	275	400	43	277	0	321	0
	KIRKLAND LAKE	348	179	0	0	153	237	157	375	53	279	0	0	178
	LAKEHEAD S	429	45	13	0	243	89	84	360	51	261	0	143	51
	LAKE SUPERIOR	100	92	0	0	227	89	71	414	45	373	25	0	0
	LANSTON CTY S	348	72	17	0	145	0	280	338	79	235	0	135	0
	LANARK CTY S	436	85	0	0	168	0	51	446	14	309	0	101	0

* NOT INCLUDED IN AVERAGE OVERALL COMPENSATION OR AVERAGE EXPENDITURE OTHER BENEFITS FIGURES ON PAGE 1 OF 5.

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COMPENSATION STATISTICS: EMPLOYEE BENEFIT DETAIL <PAGE 4 OF 5>
1981-1982 AGREEMENT YEAR

SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE

AGREEMENT TYPE	BOARD NAME	INSURED BENEFITS											PREVIOUS YEARS RETIREMENT GRATUITY*	PREVIOUS YEARS SEVERENCE PAYMENT*
		OHIP	EXT. HEALTH	SEMI-PRIVATE	DRUG PLAN	DENTAL PLAN	LONG-TERM DISABILITY	GROUP INSURANCE	UNEMPLOY. INSURANCE	WORKMENS COMP.	CANADA PENSION	OTHER		
	LEEDS.GREN S	428	49	27	0	191	0	52	422	76	360	0	246	0
	LENNOX.ADD.S	0	31	0	0	213	210	61	375	50	329	33	69	0
	LINCOLN CTY S	484	200	22	0	229	81	70	388	48	306	0	189	0
	LONDON S	380	177	0	0	221	94	173	369	26	266	0	233	0
	MANITOULIN S	492	251	0	0	330	0	347	361	42	262	0	339	0
	MICHIPICOTEN S	313	82	16	0	179	209	97	371	62	277	4	714	0
	MIDDLESEX CTY	321	148	0	0	279	0	37	352	64	289	0	303	0
	MUSKOKA S	311	94	0	0	120	0	105	363	53	392	66	113	0
	NIAGARA SOUTH	482	163	20	0	262	148	138	396	43	297	0	235	0
	NIP-RED ROCK S	445	53	26	0	268	0	85	390	104	298	0	0	0
	NIPISSING S	495	146	0	0	0	528	207	348	58	285	137	273	0
	NORFOLK CTY S	493	24	24	158	218	0	114	447	40	322	0	203	0
	NORTH SHORE S	394	308	0	0	339	0	104	374	55	268	0	0	0
	NORTHUMBERLAND	0	71	17	0	221	142	63	394	0	265	0	115	0
	NORTH YORK S	285	87	21	0	169	0	35	346	13	252	0	146	36
	OTTAWA S	318	34	13	0	218	0	61	475	11	308	0	215	0
	PEEL S	434	67	0	0	358	0	158	379	14	310	0	95	0
	PERTH S	366	37	0	0	0	0	45	426	49	270	0	212	0
	PETERBOROUGH S	384	84	13	0	192	0	140	434	57	277	154	231	0
	PRES.RUSSELL S	396	113	0	0	186	165	137	398	39	261	0	31	0
	PRINCE EDWARD	329	80	0	0	103	0	27	369	84	268	0	301	0
	RED LAKE S	495	0	0	0	113	0	268	455	90	291	0	0	0
	RENFREW CTY S	333	45	0	0	84	0	85	432	39	283	0	326	7
	S.STE.MARIE S	424	287	0	0	397	0	136	459	45	298	0	176	0
	SCARBOROUGH S	269	79	17	0	153	0	41	408	6	366	0	126	0
	SIMCOE CTY S	392	119	0	0	0	91	60	351	37	282	0	199	0
	S.D.GLENGARRY	348	0	20	211	0	0	0	448	46	303	101	101	0
	SUDBURY S	427	178	26	0	161	0	188	413	71	295	0	112	0
	TIMISKAMING S	482	85	43	0	76	210	111	427	54	329	15	214	0
	TIMMINS S	421	137	0	0	210	214	542	308	40	275	49	0	0
	TORONTO S	258	86	21	0	192	0	37	353	20	310	0	79	0
	VICTORIA S	347	66	0	0	103	0	65	379	44	361	0	85	0
	WATERLOO CTY S	427	109	0	0	131	0	73	375	43	399	3	136	0
	WELLINGTON S	382	187	0	0	267	0	106	361	48	277	0	70	0
	WENTWORTH CTY	451	106	17	3	252	0	146	359	44	284	36	140	0
	W.PARRY SOUND	304	31	0	0	171	0	69	264	66	279	0	0	0
	WINDSOR S	478	304	31	0	397	0	202	371	4	275	7	307	44
	YORK PCPOUGH S	266	98	23	0	236	0	44	364	20	273	0	183	0
	YORK CTY S	207	92	23	0	254	0	164	401	40	274	0	155	0
	SUMMARY (COMBINED)	355		119		183	36	103	385	35	298	11		

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PERCENT STAFF PARTICIPATION AND SCHOOL BOARD DOLLAR EXPENDITURE PER PARTICIPANT

AGREEMENT TYPE	BOARD NAME	TOTAL STAFF	OHIP		EXTENDED HEALTH		DRUG PLAN		DENTAL PLAN		LONG-TERM DISABILITY		GROUP INSURANCE	
			%	$	%	$	%	$	%	$	%	$	%	$
SEC	ATIKOKAN S	28.5	98.2	552	98.2	219	0.0	0	98.2	417	94.7	0	101.8	31
	BRANT CTY S	398.1	85.4	379	87.2	98	0.0	0	89.9	195	69.1	0	56.8	283
	BRUCE CTY S	216.1	85.1	482	86.5	108	0.0	0	0.0	0	98.6	161	100.9	155
	CARLETON S	960.4	86.1	486	87.7	47	0.0	0	104.5	216	86.8	19	103.1	126
	CENTRAL ALGOMA	53.0	94.3	488	94.3	160	0.0	0	94.3	352	90.6	138	94.3	137
	CHAPLEAU S	20.5	92.7	393	0.0	0	102.4	66	97.6	144	102.4	36	102.4	147
	IROQ.FALLS S	112.0	86.6	388	91.1	137	0.0	0	90.2	208	68.8	0	96.4	97
	DRYDEN S	102.1	89.1	326	94.0	172	0.0	0	94.0	314	100.9	239	100.9	113
	DUFFERIN C S	156.2	75.5	378	88.8	99	0.0	0	0.0	0	0.0	0	101.2	27
	DURHAM S	1037.3	83.1	374	86.0	121	0.0	0	86.0	130	103.2	175	103.2	189
	E.PARRY SOUND	77.0	94.8	481	97.4	36	97.4	118	97.4	234	101.3	452	101.3	157
	EAST YORK S	314.9	83.8	340	88.9	99	0.0	0	89.6	202	0.0	0	99.7	40
	ELGIN S	278.4	88.7	366	93.4	0	0.0	0	0.0	0	97.7	113	100.6	317
	ESPANOLA S	68.0	80.9	572	86.8	196	0.0	0	89.1	318	82.4	0	105.9	120
	ESSEX CTY S	554.2	90.2	516	0.0	0	91.5	170	92.4	351	76.0	0	98.9	113
	ETOBICOKE S	1121.7	90.1	359	94.0	105	0.0	0	90.0	208	0.0	0	97.7	37
	FT FR-RAINY S	85.1	95.2	522	91.7	49	0.0	0	87.0	194	0.0	0	99.9	110
	FRONTENAC CTY	461.9	88.1	382	75.3	48	0.0	0	87.7	103	81.2	0	92.9	72
	GERALDTON S	43.0	81.4	385	90.7	121	0.0	0	90.7	354	100.0	116	100.0	94
	GREY CTY S	336.7	92.4	385	86.1	107	0.0	0	0.0	0	95.6	0	97.7	144
	HALDIMAND S	169.5	93.2	430	87.3	111	0.0	0	95.0	264	99.1	0	101.5	54
	HALIBURTON S	37.5	96.0	104	98.7	115	98.7	0	0.0	0	104.0	157	98.7	82
	HALTON S	1162.2	81.5	369	82.8	131	0.0	0	83.7	195	0.0	0	89.3	49
	HAMILTON S	1012.3	91.4	499	91.2	120	0.0	0	0.0	0	0.0	0	100.6	120
	HASTINGS CTY S	471.3	75.3	457	76.4	115	0.0	0	78.3	138	94.2	91	103.5	52
	HEARST S	55.7	89.8	464	0.0	0	91.6	133	91.6	276	100.5	142	100.5	78
	HORNEPAYNE S	9.5	94.7	460	0.0	0	94.7	72	94.7	392	0.0	0	94.7	37
	HURON CTY S	246.0	95.5	523	0.0	0	92.3	162	0.0	0	85.8	0	101.6	40
	KAPUSKASING S	117.1	88.8	480	99.1	231	0.0	0	106.7	332	100.8	0	102.5	201
	KENORA S	81.9	92.8	505	103.8	104	0.0	0	80.6	106	103.8	218	103.8	54
	KENT CTY S	442.0	88.7	513	89.6	190	0.0	0	88.9	145	0.0	0	102.0	269
	KIRKLAND LAKE	79.8	101.5	342	102.8	174	0.0	0	102.8	149	114.0	208	114.0	138
	LAKEHEAD S	547.3	104.1	412	96.5	47	0.0	0	93.9	259	95.7	93	107.4	78
	LAKE SUPERIOR	64.0	84.4	119	88.9	107	0.0	0	87.5	259	98.4	90	99.4	72
	LAMBTON CTY S	464.6	86.1	405	87.6	83	0.0	0	86.7	169	0.0	0	102.0	275
	LANARK CTY S	204.7	92.8	470	97.7	87	0.0	0	94.8	177	77.7	0	100.1	51
	LEEDS.GREN S	366.9	87.8	488	91.6	54	0.0	0	92.7	206	83.4	0	106.3	49
	LENNOX,ADD.S	169.2	82.7	0	96.9	32	0.0	0	95.7	222	99.3	211	101.7	60
	LINCOLN CTY S	698.4	94.5	512	83.9	238	0.0	0	99.5	230	104.2	78	104.1	67

PERCENT OF PARTICIPANTS WITH SINGLE COVERAGE

OHIP	EXTENDED HEALTH	DRUG PLAN	DENTAL PLAN
7.1	7.1	0.0	7.1
17.1	16.1	0.0	17.6
14.1	12.3	0.0	0.0
21.9	21.9	0.0	22.7
18.0	22.0	0.0	22.0
21.1	0.0	19.0	20.0
26.8	24.5	0.0	25.7
14.3	13.5	0.0	13.5
18.6	17.2	0.0	0.0
25.1	28.6	0.0	28.6
21.9	21.3	21.3	21.3
36.7	33.9	0.0	33.3
17.8	17.7	0.0	0.0
7.3	6.8	0.0	8.5
18.4	0.0	18.3	18.2
20.6	26.1	0.0	27.9
9.9	11.5	0.0	9.5
15.3	13.2	0.0	17.5
31.4	30.8	0.0	30.8
13.8	12.1	0.0	0.0
15.8	16.9	0.0	15.5
25.0	21.6	21.6	0.0
22.0	25.3	0.0	22.9
19.8	19.9	0.0	0.0
14.9	15.0	0.0	16.3
26.0	0.0	25.5	23.5
33.3	0.0	33.3	33.3
17.0	0.0	12.8	0.0
19.4	12.9	0.0	12.0
11.8	21.2	0.0	16.7
14.3	13.9	0.0	14.0
17.3	15.9	0.0	14.6
13.3	13.3	0.0	14.6
27.8	25.5	0.0	23.2
16.7	16.7	0.0	16.9
19.5	19.5	0.0	18.6
23.0	19.0	0.0	18.5
27.1	21.3	0.0	21.0
13.8	16.2	0.0	14.7

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PERCENT STAFF PARTICIPATION AND SCHOOL BOARD DOLLAR EXPENDITURE PER PARTICIPANT

AGREEMENT TYPE	BOARD NAME	TOTAL STAFF	OHIP		EXTENDED HEALTH		DRUG PLAN		DENTAL PLAN		LONG-TERM DISABILITY		GROUP INSURANCE		PERCENT OF PARTICIPANTS WITH SINGLE COVERAGE			
			%	$	%	$	%	$	%	$	%	$	%	$	OHIP	EXTENDED HEALTH	DRUG PLAN	DENTAL PLAN
	LONDON S	1034.2	90.7	419	92.3	192	0.0	0	94.7	234	105.3	89	105.3	165	13.9	14.3	0.0	15.1
	MANITOULIN S	46.0	91.3	539	95.7	262	0.0	0	95.7	345	91.3	0	100.0	347	14.3	13.6	0.0	13.6
	MICHIPICOTEN S	30.7	81.4	385	84.7	97	0.0	0	91.2	196	101.0	207	101.0	96	100.0	34.6	0.0	32.1
	MIDDLESEX CTY	264.4	82.8	387	87.4	169	0.0	0	88.1	317	71.1	0	102.1	37	16.0	14.7	0.0	13.3
	MUSKOKA S	152.8	92.3	337	104.1	91	0.0	0	87.7	137	106.7	0	106.7	98	14.9	14.5	0.0	13.4
	NIAGARA SOUTH	783.5	91.5	527	94.1	173	0.0	0	93.8	279	98.9	150	101.5	136	14.5	14.5	0.0	14.4
	NIP-RED ROCK S	30.0	80.0	556	86.7	61	0.0	0	93.3	287	0.0	0	106.7	80	12.5	11.5	0.0	25.0
	NIPISSING S	393.4	93.8	527	96.1	152	0.0	0	0.0	0	103.5	511	103.5	200	17.9	17.5	0.0	0.0
	NORFOLK CTY S	233.5	90.8	542	94.6	25	0.0	0	93.4	234	96.4	0	98.9	115	16.5	18.6	0.0	19.3
	NORTH SHORE S	127.0	100.8	391	96.9	318	0.0	0	96.9	350	96.9	0	96.9	107	23.4	24.4	0.0	24.4
	NORTHUMBERLAND	435.3	64.6	0	78.8	90	0.0	0	79.3	279	100.4	142	101.8	62	22.4	18.1	0.0	18.6
	NORTH YORK S	2160.0	86.8	329	88.5	99	0.0	0	86.3	196	0.0	0	99.9	35	26.5	25.0	0.0	26.7
	OTTAWA S	1484.8	81.1	392	70.7	48	0.0	0	97.2	225	95.2	0	94.5	64	21.8	22.8	0.0	21.0
	PEEL S	2066.9	87.5	496	88.3	76	0.0	0	94.2	380	96.7	0	76.3	207	25.4	25.2	0.0	25.2
	PERTH S	279.7	87.6	418	90.5	41	0.0	0	0.0	0	0.0	0	106.5	42	16.7	17.0	0.0	0.0
	PETERBOROUGH S	426.9	88.8	432	86.7	97	0.0	0	89.0	216	95.6	0	86.9	161	15.8	14.3	0.0	13.4
	PRES.RUSSELL S	292.9	91.5	433	102.4	111	0.0	0	103.1	180	112.7	147	112.7	121	21.6	20.0	0.0	20.5
	PRINCE EDWARD	72.5	84.1	391	86.9	92	0.0	0	86.9	119	96.6	0	100.7	27	21.3	22.2	0.0	23.8
	RED LAKE S	24.0	100.0	495	0.0	0	0.0	0	75.0	150	91.7	0	104.2	257	16.7	0.0	0.0	22.2
	RENFREW CTY S	398.4	87.6	380	90.1	50	0.0	0	88.4	96	94.6	0	106.2	81	15.8	16.7	0.0	21.0
	S.STE.MARIE S	377.6	87.9	482	96.4	298	0.0	0	94.3	421	100.9	0	102.8	132	17.5	15.9	0.0	16.0
	SCARBOROUGH S	2199.0	81.7	329	83.0	95	0.0	0	82.8	185	0.0	0	101.0	40	26.7	24.8	0.0	27.4
	SIMCOE CTY S	925.4	88.4	443	90.3	132	0.0	0	0.0	0	94.7	96	94.2	63	15.8	16.1	0.0	0.0
	S.D.GLENGARRY	507.4	70.9	490	67.6	0	0.0	0	74.1	0	76.7	0	87.7	0	25.3	21.9	0.0	22.6
	SUDBURY S	834.0	84.3	507	84.3	211	0.0	0	85.3	189	84.3	0	101.7	185	16.4	16.8	0.0	16.5
	TIMISKAMING S	147.3	91.0	530	87.6	97	0.0	0	69.9	109	98.4	214	99.1	112	17.2	17.8	0.0	14.6
	TIMMINS S	214.0	90.7	465	94.4	145	0.0	0	94.4	223	91.1	235	101.9	532	20.1	20.3	0.0	21.3
	TORONTO S	2267.0	86.0	300	93.9	91	0.0	0	96.7	198	0.0	0	104.9	35	32.2	29.6	0.0	31.0
	VICTORIA S	174.7	89.9	387	78.4	85	0.0	0	83.6	123	88.2	0	97.9	66	15.9	13.9	0.0	19.2
	WATERLOO CTY S	1106.0	90.5	472	89.2	122	0.0	0	88.4	148	97.8	0	103.3	70	17.7	16.5	0.0	19.8
	WELLINGTON S	524.5	92.5	413	95.9	195	0.0	0	98.0	273	100.1	0	106.0	100	18.1	18.3	0.0	18.7
	WENTWORTH CTY	403.7	91.4	493	102.3	103	0.0	0	103.0	244	0.0	0	100.1	146	21.7	24.7	0.0	24.0
	W.PARRY SOUND	79.3	92.1	330	97.1	32	0.0	0	93.3	183	0.0	0	102.1	66	8.2	19.5	0.0	20.3
	WINDSOR S	697.0	91.2	524	93.0	328	0.0	0	94.7	419	0.0	0	105.5	191	17.6	17.1	0.0	16.8
	YORK BOROUGH S	476.6	89.6	297	93.4	105	0.0	0	88.8	265	0.0	0	106.8	41	28.1	27.4	0.0	30.0
	YORK CTY S	974.4	123.9	167	82.6	99	0.0	0	93.8	271	0.0	0	102.5	160	17.4	25.1	0.0	24.3

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AGREEMENT TYPE	BOARD NAME	NO. OF ON-GRID STAFF	AVERAGE ON-GRID SALARY	AVG. YRS. EXP.	AVG. CAT. PLCT	NO. OF ALLOWANCE PAYMENTS	AVERAGE ALLOWANCE RECEIVED	NO. OF OFF-GRID STAFF	AVERAGE OFF-GRID SALARY	AVERAGE EXPENDITURE INSURED BENEFITS	AVERAGE* EXPENDITURE OTHER BENEFITS	AVERAGE* OVERALL STAFF COMPENSATION
RCSS												
	BRANT R	180.5	25432	8.78	5.00	52.0	1545	10.0	44000	661	411	27901
	BRUCE R	178.3	24783	7.79	4.97	55.5	2639	0.0	0	741	724	27070
	CARLETON R	824.1	26588	9.95	4.56	187.4	1008	60.0	41040	645	802	29229
	C.IROQ.FALLS R	90.0	24188	10.36	3.61	11.0	3627	0.0	0	679	744	26053
	DRYDEN R	25.0	27876	7.56	4.48	9.5	2108	0.0	0	1147	864	30689
	DUFFERIN R	1631.4	25771	7.20	4.96	201.0	1938	68.0	42227	806	725	28190
	DURHAM R	467.9	25876	7.98	4.05	105.0	1013	28.0	41773	611	746	28344
	ELGIN R	74.8	25460	9.78	4.47	15.2	2701	0.0	0	709	763	27481
	ESSEX CTY R	502.3	28202	9.85	5.19	121.5	927	26.0	39212	1061	691	30708
	FT.FRA-RAINY R	31.5	27640	11.02	4.59	4.0	5614	0.0	0	838	720	29911
	FRONTENAC C R	233.6	27293	10.13	4.90	29.0	3728	0.0	0	558	709	29022
	GERALDTON R	46.1	24862	6.37	4.99	10.1	4013	0.0	0	723	833	27277
	HALDIMAND R	107.8	25604	9.59	4.22	16.4	937	13.0	39526	735	713	28677
	HALTON R	457.4	25745	8.22	4.69	75.6	1194	28.0	42553	505	740	28146
	HAMILTON R	1033.0	27414	9.50	4.83	268.2	1260	64.5	42096	850	856	30290
	HASTINGS R	209.8	24909	9.61	4.38	62.0	1744	0.0	0	479	651	26554
	HEARST R	73.0	25509	10.71	4.14	7.0	3643	0.0	0	783	772	27414
	HURON-PERTH	133.7	25830	10.37	4.40	22.0	5239	0.0	0	648	766	28106
	KAPUSKASING R	127.5	28382	12.38	4.37	39.0	2188	0.0	0	687	681	30419
	KENORA R	54.0	26137	10.13	4.79	94.5	1385	0.0	0	629	680	29870
	KENT CTY R	275.9	26384	10.04	4.72	56.4	3572	0.0	0	739	650	28503
	KIRKLAND LAKE	81.5	26346	10.47	4.48	21.5	3234	0.0	0	956	860	29015
	LAKEHEAD R	326.9	29325	9.88	5.24	28.5	1993	23.0	41748	753	741	31799
	LAMBTON R	310.5	26110	8.21	5.16	107.0	2437	0.0	0	714	726	28389
	LAN.LEEDS.GREN	156.4	23785	9.89	3.85	14.0	6539	0.0	0	561	691	25622
	LINCOLN R	369.8	28032	10.80	4.65	119.6	2523	0.0	0	933	727	30501
	LONDON.MIDDLE	457.7	27193	10.26	5.18	111.0	3225	0.0	0	730	746	29451
	METRO SEP R	4557.7	27737	8.37	5.04	1359.9	935	294.5	42900	650	697	30260
	MICHIPICOTEN R	37.0	23400	8.00	4.09	7.0	2394	0.0	0	668	578	25099
	NIPISSING R	401.0	26640	11.59	4.17	129.0	1959	0.0	0	785	720	28775
	NORTH SHORE R	197.0	25961	8.86	4.30	50.0	2361	0.0	0	800	681	28041
	NORTH OF SUP.R	70.8	24859	8.02	4.37	13.3	2842	0.0	0	722	689	26804
	OTTAWA R	809.3	28292	12.16	4.63	219.0	2718	0.0	0	422	683	30128
	OXFORD R	100.2	25662	10.42	4.15	41.8	2112	0.0	0	833	699	28075
	PETERBOROUGH R	296.9	25533	10.78	4.22	73.0	3110	2.0	44600	686	704	27810
	PRES.RUSSELLR	358.4	27152	11.62	4.25	88.0	1995	0.0	0	520	686	28948
	RENFREW R	258.0	27938	11.68	4.48	100.5	1681	0.0	0	684	726	30003
	S.STE.MARIE R	346.4	27218	10.73	5.13	480.7	1045	0.0	0	1235	746	30649
	SIMCOE R	308.7	26384	9.20	4.85	79.5	2850	.5	14544	671	798	28567
	S.D.GLENGARRY	433.5	25781	9.35	3.97	113.2	2718	0.0	0	777	667	27935
	SUDBURY R	1041.5	26745	10.90	4.00	279.0	3006	0.0	0	744	639	28933
	TIMISKAMING R	108.6	24147	10.34	4.03	30.5	1868	0.0	0	422	573	25666

* SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE FOR PREVIOUS YEARS RETIREMENT GRATUITY AND SEVERENCE IS NOT INCLUDED.

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AGREEMENT TYPE	BOARD NAME	NO. OF ON-GRID STAFF	AVERAGE ON-GRID SALARY	AVG. YRS. EXP.	AVG. CAT. PLCT	NO. OF ALLOWANCE PAYMENTS	AVERAGE ALLOWANCE RECEIVED	NO. OF OFF-GRID STAFF	AVERAGE OFF-GRID SALARY	AVERAGE EXPENDITURE INSURED BENEFITS	AVERAGE* EXPENDITURE OTHER BENEFITS	AVERAGE* OVERALL STAFF COMPENSATION
	TIMMINS R	270.1	24909	10.57	3.96	59.5	3034	1.0	9600	531	659	26708
	WATERLOO R	756.3	27876	9.77	5.09	200.7	3192	0.0	0	1284	1200	31206
	WELLAND R	543.5	29953	11.63	5.19	130.7	2857	0.0	0	664	686	31990
	WELLINGTON R	261.9	25753	8.47	5.11	97.0	2167	0.0	0	510	786	27852
	WINDSOR R	773.0	28755	10.04	5.12	47.0	1804	44.0	42064	761	675	31011
	YORK REGION	629.5	25679	7.41	5.21	48.0	2530	28.0	46225	500	795	28034
	SUMMARY	21019.7	27011	9.4	4.8	5489.2	1828	690.5	42287	721	733	29413

* SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE FOR PREVIOUS YEARS RETIREMENT GRATUITY AND SEVERENCE IS NOT INCLUDED.

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1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPES OF ALLOWANCES: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	RESPONSIBILITY NO.	RESPONSIBILITY AVG.$	RELATED AND PART-YEAR NO.	RELATED AND PART-YEAR AVG$	DEGREE NO.	DEGREE AVG.$	SPECIAL EDUCATION NO.	SPECIAL EDUCATION AVG.$	COST OF LIVING NO.	COST OF LIVING AVG.$	OTHER NO.	OTHER AVG.$
RCSS	BRANT R	0.0	0	1.0	5350	34.0	1915	0.0	0	13.0	680	1.0	500	0.0	0	2.0	250
	BRUCE R	10.0	8601	3.0	4663	6.0	2610	36.5	843	0.0	0	0.0	0	0.0	0	0.0	0
	CARLETON R	0.0	0	14.0	3072	86.6	894	0.0	0	0.0	0	86.8	789	0.0	0	0.0	0
	C.IROQ.FALLS R	6.0	4500	2.0	4950	2.0	1000	0.0	0	0.0	0	1.0	1000	0.0	0	0.0	0
	DRYDEN R	2.0	7200	2.0	750	5.5	750	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	DUFFERIN R	0.0	0	36.0	4810	87.0	1975	0.0	0	0.0	0	32.0	669	0.0	0	46.0	504
	DURHAM R	0.0	0	10.0	4497	16.0	2223	0.0	0	0.0	0	47.0	356	0.0	0	32.0	286
	ELGIN R	4.5	6601	2.0	3000	5.0	380	0.0	0	1.0	400	1.7	1441	0.0	0	1.0	600
	ESSEX CTY R	0.0	0	11.0	2955	40.0	951	43.0	659	27.5	500	0.0	0	0.0	0	0.0	0
	FT.FRA-RAINY R	4.0	5614	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	FRONTENAC C R	16.0	5363	4.0	2500	6.0	800	0.0	0	0.0	0	1.0	2500	0.0	0	2.0	2500
	GERALDTON R	3.0	9758	1.0	3440	4.1	1712	0.0	0	2.0	400	0.0	0	0.0	0	0.0	0
	HALDIMAND R	0.0	0	2.0	2848	14.4	671	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HALTON R	0.0	0	4.0	3675	10.6	3300	0.0	0	13.0	400	14.0	550	0.0	0	34.0	815
	HAMILTON R	0.0	0	15.0	3200	66.4	2067	40.8	981	37.6	565	89.0	850	0.0	0	19.4	811
	HASTINGS R	18.0	4306	0.0	0	0.0	0	0.0	0	0.0	0	2.0	2700	0.0	0	42.0	600
	HEARST R	5.0	4300	1.0	3300	1.0	700	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HURON-PERTH	19.0	5487	0.0	0	3.0	3667	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KAPUSKASING R	11.0	4925	3.0	3133	3.0	2853	0.0	0	0.0	0	0.0	0	0.0	0	22.0	600
	KENORA R	4.0	5250	1.0	598	9.0	1617	0.0	0	0.0	0	0.0	0	55.5	1540	25.0	300
	KENT CTY R	21.5	6790	.5	5048	11.0	2531	23.4	1073	0.0	0	0.0	0	0.0	0	0.0	0
	KIRKLAND LAKE	9.0	5541	2.0	3549	5.5	2055	0.0	0	0.0	0	2.0	1400	0.0	0	4.0	1000
	LAKEHEAD R	0.0	0	3.5	5000	9.0	3833	0.0	0	0.0	0	0.0	0	0.0	0	16.0	300
	LAMBTON R	19.0	5200	12.0	2358	21.0	1611	36.0	1723	0.0	0	11.0	1100	0.0	0	8.0	3207
	LAN.LEEDS.GREN	8.3	9442	3.0	6882	1.0	3150	0.0	0	0.0	0	2.0	1575	0.0	0	0.0	0
	LINCOLN R	26.0	6962	6.0	2432	16.0	3327	13.8	386	6.0	560	35.6	1018	0.0	0	15.2	358
	LONDON,MIDDLE	31.0	6622	9.0	2980	47.0	2191	1.0	200	7.0	443	16.0	1225	0.0	0	0.0	0
	METRO SEP R	0.0	0	0.0	0	370.0	1467	0.0	0	415.4	754	520.5	758	0.0	0	54.0	404
	MICHIPICOTEN R	3.0	4253	3.0	1000	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	1.0	1000
	NIPISSING R	30.0	5477	4.0	2594	53.0	913	0.0	0	0.0	0	42.0	706	0.0	0	0.0	0
	NORTH SHORE R	11.0	6382	5.0	3618	0.0	0	0.0	0	0.0	0	16.0	468	0.0	0	18.0	1238
	NORTH OF SUP.R	4.3	5349	1.0	4500	4.0	1700	0.0	0	0.0	0	0.0	0	0.0	0	4.0	875
	OTTAWA R	49.0	8172	6.5	4373	81.0	1241	0.0	0	0.0	0	81.5	775	0.0	0	0.0	0
	OXFORD R	10.0	6437	0.0	0	3.0	3850	0.0	0	0.0	0	10.0	620	0.0	0	18.8	327
	PETERBOROUGH R	17.0	6388	22.0	2650	28.0	2032	2.0	600	4.0	500	0.0	0	0.0	0	0.0	0
	PRES.RUSSELLR	27.0	4753	6.0	1718	11.0	2159	0.0	0	0.0	0	23.0	300	0.0	0	21.0	300
	RENFREW R	26.0	4241	3.0	3227	8.5	3071	38.0	542	0.0	0	0.0	0	0.0	0	25.0	94
	S.STE.MARIE R	28.0	5677	22.0	2921	56.0	1048	0.0	0	0.0	0	29.5	1095	345.2	545	0.0	0
	SIMCOE R	26.0	7303	1.0	2000	0.0	0	0.0	0	6.0	600	22.6	504	0.0	0	23.9	826
	S.D.GLENGARRY	40.0	5150	3.0	4500	21.4	2541	0.0	0	0.0	0	48.8	693	0.0	0	0.0	0
	SUDBURY R	77.0	7177	16.0	2979	17.0	1335	0.0	0	0.0	0	70.0	999	0.0	0	99.0	1473
	TIMISKAMING R	7.0	5108	.5	6498	3.0	1280	19.5	656	0.0	0	.5	2572	0.0	0	0.0	0
	TIMMINS R	18.0	6353	3.5	4251	26.0	1425	0.0	0	0.0	0	12.0	1186	0.0	0	0.0	0
	WATERLOO R	50.0	7486	10.0	4811	6.5	1231	4.0	1500	0.0	0	67.7	963	0.0	0	62.5	2226

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: ALLOWANCE DETAIL <PAGE 2 OF 5>
1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPES OF ALLOWANCES															
		PRINCIPALS		VICE PRINCIPALS		RESPONSIBILITY		RELATED AND PART-YEAR		DEGREE		SPECIAL EDUCATION		COST OF LIVING		OTHER	
		NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$
	WELLAND R	43.0	6202	5.0	2769	11.0	2259	2.0	1212	2.2	422	67.5	958	0.0	0	0.0	0
	WELLINGTON R	21.0	5935	3.0	6377	57.0	954	4.0	650	12.0	785	0.0	0	0.0	0	0.0	0
	WINDSOR R	0.0	0	10.0	1730	37.0	1824	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	YORK REGION	0.0	0	13.0	2827	25.0	2580	0.0	0	0.0	0	10.0	2020	0.0	0	0.0	0
	SUMMARY	703.6	6299	285.5	3385	1328.5	1596	264.0	899	546.7	706	1363.7	804	400.7	683	595.8	899

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OFF-GRID SALARY DETAIL <PAGE 3 OF 5>
1981-1982 AGREEMENT YEAR

		TYPE OF OFF-GRID SALARY											
		PRINCIPALS		VICE PRINCIPALS		TEACHERS OF THR		COORDINATORS CONSULTANTS		TEACHERS WITH PRE-CATEGORY QUALIFICATIONS		OTHER OFF-GRID TEACHERS	
AGREEMENT TYPE	BOARD NAME	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$
RCSS	BRANT R	10.0	44000	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	BRUCE R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	CARLETON R	52.0	41088	0.0	0	0.0	0	8.0	40729	0.0	0	0.0	0
	C.IROQ.FALLS R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	DRYDEN R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	DUFFERIN R	65.0	43080	0.0	0	0.0	0	0.0	0	2.0	15590	1.0	40080
	DURHAM R	28.0	41773	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	ELGIN R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	ESSEX CTY R	25.0	40401	0.0	0	0.0	0	0.0	0	0.0	0	1.0	9500
	FT.FRA-RAINY R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	FRONTENAC C R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	GERALDTON R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HALDIMAND R	13.0	39526	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HALTON R	28.0	42553	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HAMILTON R	56.5	42074	0.0	0	0.0	0	8.0	42253	0.0	0	0.0	0
	HASTINGS R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HEARST R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HURON-PERTH	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KAPUSKASING R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KENORA R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KENT CTY R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KIRKLAND LAKE	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	LAKEHEAD R	23.0	41748	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	LAMBTON R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	LAN.LEEDS.GREN	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	LINCOLN R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	LONDON.MIDDLE	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	METRO SEP R	207.0	44394	87.5	39030	0.0	0	0.0	0	0.0	0	0.0	0
	NICHIPICOTEN R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	NIPISSING R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	NORTH SHORE R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	NORTH OF SUP.R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	OTTAWA R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	OXFORD R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	PETERBOROUGH R	1.0	46100	1.0	43100	0.0	0	0.0	0	0.0	0	0.0	0
	PRES.RUSSELL R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	RENFREW R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	S.STE.MARIE R	0.0	0	0.0	0	0.0	0	0.0	0	.5	14544	0.0	0
	SIMCOE R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	S.D.GLENGARRY	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	SUDBURY R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	TIMISKAMING R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	1.0	9600
	TIMMINS R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OFF-GRID SALARY DETAIL <PAGE 3 OF 5>
1981-1982 AGREEMENT YEAR

		TYPE OF OFF-GRID SALARY											
		PRINCIPALS		VICE PRINCIPALS		TEACHERS OF THR		COORDINATORS CONSULTANTS		TEACHERS WITH PRE-CATEGORY QUALIFICATIONS		OTHER OFF-GRID TEACHERS	
AGREEMENT TYPE	BOARD NAME	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$
	WELLAND R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	WELLINGTON R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	WINDSOR R	44.0	42064	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	YORK REGION	28.0	46225	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	SUMMARY	580.5	43032	88.5	39076			16.0	41491		5.5		17751
										(	COMBINED		)

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT DETAIL <PAGE 4 OF 5>
1981-1982 AGREEMENT YEAR

SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE

AGREEMENT TYPE	BOARD NAME	INSURED BENEFITS											PREVIOUS YEARS RETIREMENT GRATUITY*	PREVIOUS YEARS SEVERENCE PAYMENT*
		OHIP	EXT. HEALTH	SEMI-PRIVATE	DRUG PLAN	DENTAL PLAN	LONG-TERM DISABILITY	GROUP INSURANCE	UNEMPLOY. INSURANCE	WORKMENS COMP.	CANADA PENSION	OTHER		
RCSS														
	BRANT R	267	148	0	0	171	0	75	166	37	208	0	30	0
	BRUCE R	0	141	0	0	186	204	210	418	50	257	0	0	0
	CARLETON R	228	55	0	0	153	108	101	394	5	404	0	0	0
	C.IROQ.FALLS R	267	127	0	0	205	0	80	391	54	298	0	117	0
	DRYDEN R	432	164	0	0	358	0	193	428	60	376	0	0	0
	DUFFERIN R	280	71	24	0	262	119	50	347	57	310	12	1	0
	DURHAM R	225	118	0	0	178	0	90	355	43	242	106	31	0
	ELGIN R	312	140	0	0	134	0	122	377	45	341	0	161	0
	ESSEX CTY R	359	0	22	198	251	178	52	352	43	265	31	147	9
	FT.FRA-RAINY R	412	90	22	0	197	0	117	322	53	232	113	263	0
	FRONTENAC C R	287	58	16	0	109	0	88	396	51	262	0	39	0
	GERALDTON R	428	37	23	0	188	0	46	379	64	363	27	75	0
	HALDIMAND R	328	124	0	0	216	0	66	378	57	278	0	0	0
	HALTON R	203	49	0	0	234	0	19	418	0	314	7	0	0
	HAMILTON R	375	91	12	0	173	109	91	469	65	322	0	18	0
	HASTINGS R	248	34	0	0	124	0	74	336	14	300	0	60	0
	HEARST R	366	30	0	74	230	0	84	445	55	272	0	162	0
	HURON-PERTH	340	98	14	0	110	0	86	411	55	299	0	32	0
	KAPUSKASING R	329	0	18	114	121	0	105	334	53	294	0	0	0
	KENORA R	290	32	29	0	60	68	151	363	58	259	0	131	0
	KENT CTY R	328	170	0	0	135	0	105	370	37	243	0	42	0
	KIRKLAND LAKE	309	0	14	69	197	218	149	347	55	458	0	0	0
	LAKEHEAD R	414	57	33	0	166	0	83	401	54	286	0	78	0
	LAMBTON R	282	138	0	0	167	0	126	412	37	277	0	63	0
	LAN.LEEDS.GREN	278	81	0	0	118	0	84	356	45	290	0	235	0
	LINCOLN R	380	35	42	0	173	168	134	406	39	282	0	93	0
	LONDON.MIDDLE	274	98	0	0	178	126	54	386	73	287	0	14	0
	METRO SEP R	308	65	22	0	228	0	27	367	53	278	0	45	0
	NICHIPICOTEN R	206	89	14	0	126	147	87	274	56	241	8	0	0
	NIPISSING R	409	31	32	147	126	0	39	383	45	292	0	103	0
	NORTH SHORE R	291	131	16	0	200	98	64	369	50	262	0	39	0
	NORTH OF SUP.R	308	99	20	0	201	0	95	388	47	254	0	0	0
	OTTAWA R	248	51	13	0	77	0	32	377	20	263	24	75	0
	OXFORD R	267	100	15	0	249	100	102	363	59	274	0	0	0
	PETERBOROUGH R	283	112	0	0	141	79	72	377	39	289	0	66	0
	PRES.RUSSELLR	348	85	17	0	107	0	63	357	63	265	0	18	0

* NOT INCLUDED IN AVERAGE OVERALL COMPENSATION OR AVERAGE EXPENDITURE OTHER BENEFITS FIGURES ON PAGE 1 OF 5.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT DETAIL <PAGE 4 OF 5>
1981-1982 AGREEMENT YEAR

SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE

AGREEMENT TYPE	BOARD NAME	INSURED BENEFITS											PREVIOUS YEARS RETIREMENT GRATUITY*	PREVIOUS YEARS SEVERENCE PAYMENT*
		OHIP	EXT. HEALTH	SEMI-PRIVATE	DRUG PLAN	DENTAL PLAN	LONG-TERM DISABILITY	GROUP INSURANCE	UNEMPLOY. INSURANCE	WORKMENS COMP.	CANADA PENSION	OTHER		
	RENFREW R	297	96	0	0	178	0	113	366	52	307	0	312	0
	S.STE.MARIE R	365	123	0	0	349	131	268	362	63	302	19	23	0
	SIMCOE R	336	87	0	0	206	0	43	401	38	360	0	0	0
	S.D.GLENGARRY	373	127	0	0	183	0	94	356	36	275	0	53	0
	SUDBURY R	299	165	29	0	193	0	57	332	50	256	0	54	0
	TIMISKAMING R	328	62	0	0	0	0	32	312	46	215	0	106	0
	TIMMINS R	252	96	0	0	141	0	43	330	58	271	0	71	0
	WATERLOO R	366	112	0	0	164	0	642	523	105	572	0	16	0
	WELLAND R	279	92	0	0	171	29	93	364	42	280	0	104	0
	WELLINGTON R	298	41	0	0	130	0	40	404	50	333	0	0	0
	WINDSOR R	333	0	0	212	133	0	84	359	41	274	0	23	0
	YORK REGION	238	43	0	0	147	0	72	464	50	281	0	0	0
	SUMMARY (COMBINED)	303		107		187	37	86	380	48	299	6		

* NOT INCLUDED IN AVERAGE OVERALL COMPENSATION OR AVERAGE EXPENDITURE OTHER BENEFITS FIGURES ON PAGE 1 OF 5.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT PARTICIPATION DETAIL <PAGE 4 OF 5>
1981-1982 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TOTAL STAFF	PERCENT STAFF PARTICIPATION AND SCHOOL BOARD DOLLAR EXPENDITURE PER PARTICIPANT												PERCENT OF PARTICIPANTS WITH SINGLE COVERAGE			
			OHIP		EXTENDED HEALTH		DRUG PLAN		DENTAL PLAN		LONG-TERM DISABILITY		GROUP INSURANCE		OHIP	EXTENDED HEALTH	DRUG PLAN	DENTAL PLAN
			%	$	%	$	%	$	%	$	%	$	%	$				
RCSS	BRANT R	190.5	75.1	356	85.0	174	0.0	0	86.1	199	0.0	0	101.8	73	38.5	35.8	0.0	34.1
	BRUCE R	178.3	63.4	0	83.0	170	0.0	0	84.1	221	98.7	207	98.7	213	32.7	26.4	0.0	26.7
	CARLETON R	884.1	70.5	323	82.9	67	0.0	0	92.1	166	108.6	100	108.6	93	30.8	29.3	0.0	28.4
	C.IROQ.FALLS R	90.0	61.1	437	65.6	193	0.0	0	60.0	341	61.1	0	100.0	80	32.7	30.5	0.0	31.5
	DRYDEN R	25.0	60.0	720	60.0	273	0.0	0	60.0	597	0.0	0	60.0	322	33.3	33.3	0.0	33.3
	DUFFERIN R	1699.4	70.7	396	75.9	93	0.0	0	84.0	312	100.8	118	76.0	66	40.5	37.2	0.0	35.6
	DURHAM R	495.9	74.2	303	74.2	158	0.0	0	76.4	233	105.5	0	105.7	85	29.9	29.9	0.0	28.5
	ELGIN R	74.8	81.6	383	88.2	159	0.0	0	89.6	150	113.6	0	109.6	111	27.9	25.8	0.0	25.4
	ESSEX CTY R	528.3	69.3	519	0.0	0	76.7	258	82.7	304	98.2	181	99.6	52	20.8	0.0	19.3	18.8
	FT.FRA-RAINY R	31.5	88.9	463	82.5	109	0.0	0	82.5	239	0.0	0	99.4	119	21.4	19.2	0.0	19.2
	FRONTENAC C R	233.6	71.9	398	82.6	71	0.0	0	78.3	139	98.0	0	104.0	85	36.3	31.6	0.0	30.6
	GERALDTON R	46.1	84.6	506	84.6	44	88.9	0	84.6	222	99.8	0	91.1	51	46.2	46.2	43.9	43.6
	HALDIMAND R	120.8	82.8	396	91.9	135	0.0	0	100.2	216	100.2	0	100.2	66	31.0	27.9	0.0	28.9
	HALTON R	485.4	53.6	379	63.0	78	0.0	0	72.1	324	93.7	0	94.1	21	37.3	39.9	0.0	33.7
	HAMILTON R	1097.5	83.1	451	62.4	145	0.0	0	83.9	206	99.2	110	110.6	82	27.6	34.0	0.0	30.1
	HASTINGS R	209.8	75.3	329	79.1	43	0.0	0	80.6	154	97.7	0	100.1	74	38.0	36.1	0.0	38.5
	HEARST R	73.0	78.1	468	63.0	48	74.0	100	87.7	262	94.5	0	100.0	84	35.1	37.0	33.3	28.1
	HURON-PERTH	133.7	80.8	421	94.2	104	0.0	0	101.7	108	108.5	0	113.7	76	30.6	26.2	0.0	24.3
	KAPUSKASING R	127.5	62.7	524	0.0	0	69.0	166	70.6	171	97.3	0	98.0	107	22.5	0.0	20.5	20.0
	KENORA R	54.0	851.9	34	1037	3	0.0	0	907.4	7	1037	7	1037	15	37.0	30.4	0.0	34.7
	KENT CTY R	275.9	70.3	467	73.6	231	0.0	0	73.9	183	0.0	0	102.6	103	30.9	29.6	0.0	28.4
	KIRKLAND LAKE	81.5	67.5	458	50.3	0	72.4	95	76.1	259	101.8	214	101.8	146	30.9	26.8	28.8	24.2
	LAKEHEAD R	349.9	82.0	505	85.7	67	0.0	0	78.9	210	84.3	0	104.0	80	27.5	28.0	0.0	29.7
	LAMBTON R	310.5	73.4	384	78.3	177	0.0	0	79.2	211	102.4	0	114.3	111	37.7	34.2	0.0	35.4
	LAN.LEEDS.GRFN	156.4	76.1	366	80.6	101	0.0	0	82.5	143	0.0	0	99.1	85	37.8	33.3	0.0	27.9
	LINCOLN R	369.8	79.8	476	78.7	45	0.0	0	81.9	211	112.8	149	112.8	119	28.5	30.2	0.0	28.7
	LONDON,MIDDLE	457.7	83.7	327	108.4	91	0.0	0	108.4	164	99.4	127	108.4	49	31.9	45.6	0.0	42.1
	METRC SEP R	4852.2	83.8	367	83.2	79	0.0	0	96.0	237	0.0	0	83.8	32	44.3	40.1	0.0	39.1
	NICHIPICOTEN R	37.0	70.3	293	86.5	102	0.0	0	83.8	150	97.3	152	97.3	90	65.4	50.0	0.0	54.8
	NIPISSING R	401.0	64.8	631	67.6	46	72.3	203	68.1	186	111.7	0	101.7	39	29.6	22.9	23.4	24.9
	NORTH SHORE R	197.0	65.0	449	86.3	152	0.0	0	76.1	262	97.5	101	102.0	63	39.1	30.0	0.0	32.7
	NORTH OF SUP.R	70.8	73.4	419	91.8	108	0.0	0	91.8	218	105.9	0	105.9	99	36.5	29.2	0.0	29.2
	OTTAWA R	809.3	65.6	378	59.3	87	0.0	0	90.1	85	106.8	0	106.8	30	40.5	32.3	0.0	30.9
	OXFORD R	100.2	66.9	399	72.9	137	0.0	0	79.8	312	99.8	100	99.8	103	26.9	24.7	0.0	23.7
	PETERBOROUGH R	298.9	93.0	341	88.3	127	0.0	0	88.0	160	95.0	83	103.0	70	34.5	33.3	0.0	31.9
	PRES.RUSSELLP	358.4	80.1	434	75.3	113	0.0	0	82.0	131	101.0	0	104.6	60	25.1	26.7	0.0	26.2
	RENFREW R	258.0	73.6	404	84.9	113	0.0	0	96.9	183	111.6	0	111.6	101	21.6	21.6	0.0	20.4
	S.STE.MARIE R	346.4	99.9	365	99.9	123	0.0	0	99.9	350	99.9	131	99.9	269	25.4	26.9	0.0	26.9
	SIMCOE R	309.2	78.3	429	75.0	115	0.0	0	89.6	230	69.5	0	93.1	46	32.6	33.6	0.0	29.2

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT PARTICIPATION DETAIL <PAGE 5 OF 5>
1981-1982 AGREEMENT YEAR

PERCENT STAFF PARTICIPATION AND SCHOOL BOARD DOLLAR EXPENDITURE PER PARTICIPANT

AGREEMENT TYPE	BOARD NAME	TOTAL STAFF	OHIP		EXTENDED HEALTH		DRUG PLAN		DENTAL PLAN		LONG-TERM DISABILITY		GROUP INSURANCE		PERCENT OF PARTICIPANTS WITH SINGLE COVERAGE			
			%	$	%	$	%	$	%	$	%	$	%	$	OHIP	EXTENDED HEALTH	DRUG PLAN	DENTAL PLAN
	S.D.GLENGARRY	433.5	60.7	615	83.7	152	0.0	0	86.7	211	85.8	0	103.1	91	24.0	18.7	0.0	17.6
	SUDBURY R	1041.5	60.3	496	81.6	202	0.0	0	78.0	248	94.8	0	100.0	57	23.7	18.0	0.0	18.6
	TIMISKAMING R	108.6	54.3	603	61.7	101	0.0	0	0.0	0	0.0	0	100.4	32	45.8	40.3	0.0	0.0
	TIMMINS R	271.1	62.3	404	81.9	117	0.0	0	74.1	190	68.6	0	99.6	43	28.4	21.6	0.0	20.9
	WATERLOO R	756.3	78.8	464	80.1	140	0.0	0	68.4	239	0.0	0	117.3	547	27.0	29.2	0.0	29.6
	WELLAND R	543.5	72.1	386	77.6	119	0.0	0	90.7	188	32.4	89	98.1	95	31.1	30.3	0.0	26.8
	WELLINGTON R	261.9	50.8	587	80.6	51	0.0	0	84.4	155	96.6	0	103.1	39	51.1	32.2	0.0	31.2
	WINDSOR R	817.0	73.2	455	0.0	0	82.6	256	81.8	162	78.9	0	102.9	81	35.1	0.0	31.0	32.0
	YORK REGION	657.5	73.3	325	73.8	58	0.0	0	77.1	191	89.3	0	106.0	68	40.0	37.9	0.0	35.9